



CITY COUNCIL REGULAR MEETING AGENDA

MAY 11, 2026
7:30 PM

[Zoom Link](#)

Dial-in: 301-715-8592

Webinar ID: 879 4998 7084

Passcode: 129324

I. ORGANIZATION - 15 minutes (7:30 - 7:45 p.m.)

1. Call to Order
2. Roll Call
3. Meditation and Pledge of Allegiance to the Flag

Suggested Action: **Reading of the Greenbelt Community Pledge: The strength of Greenbelt is diverse people living together in a spirit of cooperation. We celebrate all people. By sharing together, all are enriched. We strive to be a respectful, welcoming community that is open, accessible, safe, and fair.**

4. Petitions and Requests
5. Consent Agenda

Suggested Action: Approval of Staff Recommendations (items on the Consent Agenda [marked by *] will be approved as recommended by Council and staff, subject to removal from the Consent Agenda by Council.)

a. * Minutes of Council Meetings

Suggested Action:

- * Work Session, March 2, 2026
- * Public Hearing, March 9, 2026
- * Regular Meeting, March 23, 2026
- * Regular Meeting, April 13, 2026
- * Work Session, April 15, 2026
- * Work Session, April 22, 2026
- * Regular Meeting, April 27, 2026

b. * Meetings

Suggested Action: Included in Council packet is the meetings list for approval.

c. * Committee Reports

Suggested Action: Included in the Council packet are committee reports submitted for Council acceptance.

Board of Elections Report #2026-02 (Council Ranked-Choice Voting and Other Matters Request for 2027 Municipal Elections)

Suggested Action: It is recommended that Council accepts this report.

Arts Advisory Board Report #26-3 - (Recognition Group Status)

Suggested Action: It is recommended that Council accepts this report.

6. Approval of Agenda and Additions

II. COMMUNICATIONS - 50 minutes (7:45 - 8:35 p.m.)

7. Presentations

a. Prince George's County State's Attorney Tara Jackson

Suggested Action: Prince George's County State's Attorney Tara Jackson will be present to make brief remarks to the City Council.

b. Memorial Day Poppy Presentation

Suggested Action: The American Legion Post 136 will hold its commemoration of Memorial Day on May 25. Officers and members of the American Legion Auxiliary will attend the meeting and make a presentation in honor of this annual remembrance of those who have died in combat while serving in the armed forces.

c. Jewish American Heritage Month

Suggested Action: Mayor Jordan will present a proclamation declaring May as Jewish American Heritage Month.

d. National Physical Fitness and Sports Month

Suggested Action: Mayor Jordan will present a proclamation declaring May as National Physical Fitness and Sports Month.

e. Public Hearing — FY 2027 Proposed Budget

Suggested Action: On March 23, 2026, the City Manager presented the proposed budget for FY 2027 to the City Council. Since then, the Council has held seven work sessions to review the budget. The proposed budget is available online at greenbeltmd.gov, including agenda, materials, and recordings of the budget work sessions.

The budget is scheduled to be adopted at the Regular City Council Meeting on May 26, 2026. The City Code requires that a Public Hearing be held on the budget prior to its adoption. Tonight's Public Hearing is the last scheduled hearing before the budget adoption on May 26.

It is recommended that the Regular Meeting be recessed for the purpose of conducting a Public Hearing on the Proposed Fiscal Year 2027 Budget. The meeting should be reconvened following the hearing. No motion is required to begin or end the Public Hearing. Enclosed is the Public Hearing notice.

8. Minutes

a. Statement of Record — Closed Session, May 4, 2026

Suggested Action: Closed Session of May 4, 2026: The following motion is needed: In accordance with the General Provisions Article, Section 3-06(C)(2) of the Annotated Code of the Public General Laws of Maryland. I moved that the minutes of tonight's meeting reflect

that the Council met in closed session on Monday, May 4, 2026, at 8:13 pm, in the Council Chambers. Council held this closed meeting in accordance with Section 3-305(1) and (8) of the General Provision Article of the Annotated Code of the Public General Laws of Maryland 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals; and 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

The purpose of this meeting is 1) personnel matters over which this public body has jurisdiction and related to specific individuals, and 2) to receive updates about a pending or potential litigation.

Vote to close session:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			
Councilmember Knesel	X			
Councilmember McKinney	X			
Councilmember Pompei	X			
Councilmember Pope	X			
Mayor Pro Tem Weaver	X			
Mayor Jordan	X			

Staff present: Josué Salmerón, City Manager (8:13-9:06; 9:21); and Tim George, Assistant City Manager (8:13-9:06; 9:21)

Other individuals present in attendance: None.

Action taken: Council affirmed the City Manager's personnel decision in a specific case (7-0).

9. Administrative Reports

Suggested Action: The link will display the weekly report for the City Manager and City Departments. [Weekly Reports Greenbelt. MD](#)

III. LEGISLATION - 15 minutes (8:35 - 8:50 p.m.)

10. A Resolution Creating a Grant Matching Fund for the Purpose of Providing Funding for City Grants - 2nd Reading, Adoption

Suggested Action: This resolution establishes a restricted Matching Grant Fund to ensure transparent, sustainable funding for required grant matches and reimbursable grant expenses, supporting the City's growing success in securing external grant funding.

At the April 27, 2026, Regular Council Meeting, Councilmember Pompei introduced this resolution for first reading.

This item is presented for second reading and adoption at tonight's meeting.

11. A Charter Amendment Resolution of the Council of the City of Greenbelt to Amend §3-22 "Powers" of the City Charter to Authorize the City of Greenbelt to Engage in Collective Bargaining with Certain Eligible Non-Exempt, Non-Managerial, and Non-Confidential City Employees as Provided in Article VIII of Chapter 13 of the City Code.

- 1st Reading

Suggested Action:

Included in the Council packet is the Collective Bargaining Rights Charter Amendment for City employees. This item is presented for introduction and first reading at tonight's meeting.

IV. OTHER BUSINESS - 50 minutes (8:50 - 9:30 p.m.)

12. Discussion of the Council Planning Framework

Suggested Action: Councilmember McKinney requested this item be added to the agenda. The Council discussed the Planning Framework at the March 23, Regular Meeting, and it has been updated by incorporating feedback from Councilmember Pompei and Mayor Pro Tem Weaver. An alternative proposal is included at the request of Mayor Jordan.

13. Greenbelt Station Central Park Planter Project

Suggested Action: Included in the Council packet is a proposal by Greenbelt Station Residents for planters in the park, that has been prepared in response to the Council's guidance and includes the requested details regarding proposed locations, maintenance plan, budget, and purchasing approach.

14. Discussion of DEI Position Proposals

Suggested Action: Councilmember McKinney requested that this item be added to the agenda. Included in the Council's packet is a proposal submitted by Councilmember McKinney for the Council's consideration regarding how to restructure the DEI position.

15. WMATA Trail Bridge and Boardwalk Engineering

Suggested Action: The City seeks to engage Dewberry and Davis to provide engineering and design services for the WMATA trail bridge and boardwalk component of the WMATA Trail project in an amount not to exceed \$150,000. City Council is requested to authorize the City Manager to execute a contract with Dewberry and Davis, with a scope similar to that presented herein, once the City and Dewberry finalize the scope of services.

NOTE: *Background materials will be uploaded on Monday, May 11.*

16. State Highway Administration "Don't Block the Box" Stripping at Greenbelt Road and Hanover Parkway Request Letter

Suggested Action: Mayor Jordan requested this item be added to the agenda. He requested a letter be sent to the State Highway Administration regarding the daily lane blockages at Greenbelt Road and Hanover Parkway, because school and Baltimore Washington Parkway North traffic has been a problem for years.

17. Council Reports

18. Council Activities

WORK SESSION OF THE GREENBELT CITY COUNCIL held on Monday, March 2, 2026, to discuss the Establishment of Unified Collective Bargaining Protocols.

Mayor Jordan started the meeting at 7:30 p.m. The meeting was held in the Council Chambers of the Municipal Building, 25 Crescent Road, and via Zoom.

PRESENT WERE: Councilmembers Frankie Santos Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

STAFF PRESENT WERE: Josué Salmerón, City Manager; Jamarie Spencer, Production Assistant; and Bonita Anderson, City Clerk.

OTHERS PRESENT WERE: Jackson Lewis, legal counsel; Steve Silvestri; Blaine Taylor; Michael Hartman; Bill Orleans; and Trent Leon-Lierman.

The Greenbelt City Council held a work session to discuss expanding collective bargaining rights to city employees beyond the existing FOP contract with the police department. The council considered establishing up to three bargaining units: police, public works, and a residual unit for other employees, while debating the process for union recognition and certification. Key concerns included managing multiple bargaining units, maintaining competitive compensation across departments, and ensuring fair representation for seasonal and part-time employees. The council also discussed the potential impact of strikes and intimidation tactics in union elections, with some members expressing concerns about management's role in the union certification process.

Expanding Employee Bargaining Rights

Council held a work session to discuss the possibility of expanding collective bargaining rights for employees beyond the Fraternal Order of Police, which currently represents police officers. Legal counsel Steve Silvestri and Blaine Taylor presented two main options: creating a single unified bargaining unit or allowing for separate units. They emphasized that the ultimate decision should be made by employees through an election process. The council is considering changes to both the city code and charter to facilitate these expanded bargaining rights, aiming to reach a consensus that would allow the city solicitor to finalize a draft for formal introduction.

Bargaining Units Election Process Review

Council discussed the election process for bargaining units and considered whether the City Council should be the final decision-maker or if an external labor expert should be involved. They reviewed the current language in the code regarding bargaining units, which permits the formation of multiple units based on functional departments or job classifications. Additionally, the council noted that the last update to the charter and code for collective bargaining was made to allow the Fraternal Order of Police (FOP) to establish a union. They aimed to move forward with codifying any outstanding points.

Union Recognition Process Resolution

Council discussed the process for recognizing union units, including voluntary recognition and labor commissioner certification. They identified a conflict in the language concerning collective bargaining agreements, particularly between Sections 213-232 and Section 237. To resolve this issue, they proposed allowing voluntary recognition while maintaining the validity of collective

bargaining agreements. The council agreed to reserve the right to voluntarily recognize units, similar to their previous action with the Fraternal Order of Police, while ensuring that any such agreements would remain valid.

Labor Commissioner Selection and Bargaining Units

Council discussed the process of selecting a labor commissioner and the potential for allowing multiple bargaining units for city employees. They reviewed the unusual nature of having widespread collective bargaining for all employees, which would require considerable staff preparation and financial resources. Councilmember Pompi reminded the group that these topics had already been addressed in a previous meeting and expressed support for establishing multiple bargaining units with a third-party arbiter. The council also considered the potential challenges and costs associated with implementing such a system, including the possibility of including public works, police, and a third unit for other city employees.

Employee Bargaining Units Discussion

Council discussed the pros and cons of prioritizing larger units versus smaller ones in employee negotiations, noting potential skill and market conflicts with residual units and the need for market-based compensation. They considered how police raises might affect other employees and the financial sustainability of multiple bargaining units. The council suggested extending collective bargaining rights to all employees while managing the number of units, potentially through legislative measures.

Public Works Union Representation Discussion

Council addressed employee representation rights and collective bargaining units within the Public Works Department, considering voluntary union recognition and secret ballot elections. Trent Leon-Lierman noted that Public Works employees initially showed interest in union formation, while the potential for representation by other unions like AFSCME was also discussed.

Municipal Employee Union Restructuring

Council contemplated limiting bargaining units to three: FOP, Public Works, and a residual unit for others. They emphasized employees' rights to choose their unions while expressing concerns about the financial implications of multiple units. A minor revision to the draft was agreed upon to facilitate their approach.

Bargaining Rights for Part-Time Employees

Council reviewed collective bargaining representation for part-time, seasonal, and temporary workers. They agreed that regular part-time employees should be included, but temporary workers should not. They also recognized the need to clarify the code regarding seasonal workers and align definitions with state pension requirements.

Employee Classification and Union Eligibility

Discussion on employee classification focused on distinguishing full-time, seasonal, and part-time workers. With around 54 sworn officers but over 250 total employees, the council aimed for equitable cost-of-living adjustments, particularly for seasonal workers. There was a request for access to a comprehensive summary of changes to the Greenbelt City Code.

Competitive Wages and Market Alignment

Council highlighted the necessity of maintaining competitive wages due to changing market demands, advocating for regular compensation studies every three years. Concerns about losing trained employees to better-paying jurisdictions were raised, along with considerations on the implications of more bargaining units for public hearings and stability in collective agreements.

City Budget and Union Relations

Council discussed budgetary challenges and the need for competitive wages in comparison to neighboring areas while emphasizing partnerships with unions. They debated budget planning and the union certification process, balancing cost-saving measures with fair and transparent practices.

Public Sector Union Rights Expansion

Council proposed expanding strike bans from public safety employees to all city employees, addressing concerns about intimidation tactics and management interference. They upheld the importance of employees' rights to choose their union representation through secret ballot elections.

Informational items were discussed.

The meeting ended at 9:30 p.m.

Respectfully submitted,

Bonita Anderson
City Clerk

PUBLIC HEARING OF THE GREENBELT CITY COUNCIL held on March 9, 2026, to hear public comments regarding the Proposed Annexation.

Mayor Jordan called the meeting to order at 7:30 p.m.

ROLL CALL was answered by Councilmembers Frankie Santos Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

ALSO PRESENT were Josué Salmerón, City Manager; Jamarie Spencer, Production Assistant; and Bonita Anderson, City Clerk.

Meeting Overview

A public hearing was held to gather resident feedback regarding the City of Greenbelt's proposed annexation of three areas of federally owned, tax-exempt land.

Resident Comments and Public Input

Several residents expressed overall support for the proposed annexation, citing environmental protection as a primary benefit. Residents emphasized that annexation could help preserve open space and safeguard sensitive natural areas.

Residents sought greater clarity on the city's long-term objectives for annexation and how those objectives align with preservation goals.

Jack Patterson, a resident of Greenbelt, expressed strong support for annexation and suggested that it could be expanded to include the Beaver Dam Creek Watershed to enhance environmental protection.

Residents emphasized the need to preserve open space and the ecological significance of the annexation areas, highlighting the importance of long-term environmental safeguards. They generally agreed that annexation could be a valuable conservation tool if the city clearly outlines its goals and strategies.

Council clarified that annexation would not alter federal ownership of the land, which would remain federally owned and tax-exempt. However, it would allow Greenbelt to have a say in future decisions: "If there were ever a change, the city would have a seat at the table to express our views," should any changes to federal land uses be proposed.

The council noted that a gap between two proposed annexation areas contains privately owned residential property, which was excluded to avoid new municipal service obligations.

Council acknowledged resident concerns and indicated that public feedback would be considered as the annexation process continues.

The meeting ended at 7:16 pm.

Respectfully submitted,

Bonita Anderson
City Clerk

REGULAR MEETING OF THE GREENBELT CITY COUNCIL held March 23, 2026.

Mayor Jordan called the meeting to order at 7:30 p.m.

ROLL CALL was answered by Councilmembers Frankie Santos Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

ALSO PRESENT were Josué Salmerón, City Manager; Timothy George, Assistant City Manager; James Wisniewski, Acting Public Information Officer; and Bonita Anderson, City Clerk.

Mayor Jordan requested a moment of silence to honor residents Becky Steele and David Lange, along with former residents Phillip Lyles “Guz” Torbert, Grace Llyn Waterhaut Tamantini, and Tom Cherrix.

Mayor Jordan then led the Pledge of Allegiance to the Flag, and Mayor Pro Tem Weaver recited the Greenbelt Community Pledge.

PETITIONS AND REQUESTS:

Frank Gervasi, a resident, petitioned for a National New Deal Heritage Center at the Existing Armory Site. He provided the City Clerk with the petition with signatures.

Bill Orleans, a resident, inquired about the status of Annexation Areas 1 & 2 and closed session discussions about this matter.

CONSENT AGENDA: Councilmember Pope moved to approve the Consent Agenda. Mayor Pro Tem Weaver seconded. The motion passed 7-0.

Council thereby took the following actions:

MINUTES OF COUNCIL MEETINGS

- Work Session, February 11, 2026
- Regular Meeting, February 23, 2026
- Work Session, March 2, 2026
- Regular Meeting, March 9, 2026
- Interviews, March 11, 2026
- Special Meeting, March 11, 2026
- Approved as presented.

COMMITTEE REPORTS:

Parks and Recreation Advisory Board Report #26-2 (PGCMLS Story Walk Removal): Council accepted the report, which appeared later on the agenda for discussion.

APPOINTMENT TO ADVISORY BOARD/COMMITTEE: Council appointed Charlotte Hoffman to the Community Relations Advisory Board (CRAB) and Farinaz Firouzi to the Charter Review Task Force.

ACCEPTANCE OF RECOMMENDATION FOR REMOVAL OF ADVISORY BOARD/COMMITTEE MEMBERS: Council accepted the removal of John Drago from the Arts Advisory Board and Bukola Pinheiro from the Parks and Recreation Advisory Board.

REAPPOINTMENT TO ADVISORY BOARD/COMMITTEE: Council reappointed the following individuals to new terms on their respective boards and committees:

- Arts Advisory Board (AAB): Tatiana Ausema
- Community Relations Advisory Board (CRAB): Chalya Lar
- Greenbelt Advisory Committee on Environmental Sustainability (Green ACES): Ronald Bjorkland
- Advisory Committee Advancing Public Safety (ACAPS): Eunice Pierre and Peggy Higgins
- Senior Citizens Advisory Committee (SCAC): Martha Galvin and Monica Huber

RESIGNATION FROM ADVISORY BOARD/COMMITTEE: Council accepted the resignation of Sudhanshu Sinha from the Community Relations Advisory Board (CRAB), and Donald Matin from the Board of Appeals (BoA).

APPROVAL OF AGENDA: It was moved by Councilmember Fritz and seconded by Councilmember Knesel that the agenda be approved. The motion passed 7-0.

PRESENTATIONS:

Colorectal Cancer Awareness Month Proclamation: Mayor Jordan proclaimed March Colorectal Cancer Awareness Month.

Proposed FY 2027 City Budget: City Manager Salmerón presented his proposed budget for Fiscal Year 2027, which begins on July 1, 2026, and ends on June 30, 2027. He provided Council with a PowerPoint presentation detailing the proposed FY27 budget, including both funded and unfunded requests.

Statement of Record – Closed Session of March 6, 2026: Ms. Weaver moved that in accordance with the General Provisions Article, Section 3-06(C)(2) of the Annotated Code of Public General Laws of Maryland, the minutes of tonight's meeting reflect that Council met in closed session on Friday, March 6, 2026, at 5:35 p.m., via Zoom. Council held this closed meeting in accordance with Section 3-305(3) and (7) of the General Provision Article of the Annotated Code of the Public General Laws of Maryland 1) to consider the acquisition of real property for a public purpose and matters directly related thereto; and 2) to consult with counsel to obtain legal advice on a legal matter.

The purpose of this meeting is 1) to consider the acquisition of real property for a public purpose and matters directly related thereto; and 2) to consult with counsel on a legal matter.

Vote to close session:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			
Councilmember Knesel	X			
Councilmember McKinney				X
Councilmember Pompei	X			
Councilmember Pope				X
Mayor Pro Tem Weaver	X			
Mayor Jordan	X			

Staff members present: Josué Salmerón, City Manager; Terri Hruby, Director of Planning and Community Development; and Todd Pounds, City Solicitor.

Other individuals in attendance: None

Action taken: instructed City Manager to proceed with the annexation survey.

Councilmember Pope seconded.

ROLL CALL: Councilmember Fritz - Yes
 Councilmember Knesel - Yes
 Councilmember McKinney - Yes
 Councilmember Pompei - Yes
 Councilmember Pope - Yes
 Mayor Pro Tem Weaver - Yes
 Mayor Jordan - Yes

Statement of Record – Closed Session of March 9, 2026: Ms. Weaver moved that in accordance with the General Provisions Article, Section 3-06(C)(2) of the Annotated Code of Public General Laws of Maryland, the minutes of tonight's meeting reflect that Council met in closed session on Monday, March 9, 2026, at 9:46 p.m., in the Council Chambers. Council held this closed meeting in accordance with Section 3-305(1)(7) and (8) of the General Provision Article of the Annotated Code of the Public General Laws of Maryland 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals; 2) to consult with counsel to obtain legal advice on a legal matter; and 3) to consult with staff, consultants, or other individuals about pending or potential litigation.

Vote to close session:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			

Councilmember Knesel	X			
Councilmember McKinney	X			
Councilmember Pompei	X			
Councilmember Pope	X			
Mayor Pro Tem Weaver	X			
Mayor Jordan	X			

Staff members present: Josué Salmerón, City Manager; Dawane Martinez, Human Resources Director; and Jason DeLoach, City Solicitor.

Other individuals in attendance: None

Action taken: Direct City Manager to explore further legal options.

Councilmember Pompei seconded.

ROLL CALL: Councilmember Fritz - Yes
 Councilmember Knesel - Yes
 Councilmember McKinney - Yes
 Councilmember Pompei - Yes
 Councilmember Pope - Yes
 Mayor Pro Tem Weaver - Yes
 Mayor Jordan - Yes

Statement of Record – Closed Session of March 11, 2026: Ms. Weaver moved that in accordance with the General Provisions Article, Section 3-06(C)(2) of the Annotated Code of Public General Laws of Maryland, the minutes of tonight's meeting reflect that Council met in closed session on Wednesday, March 11, 2026, at 9:17 p.m., via Zoom. Council held this closed meeting in accordance with Section 3-305(b)(1)(7) and (8) of the General Provision Article of the Annotated Code of the Public General Laws of Maryland 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals; 2) to consult with counsel to obtain legal advice on a legal matter; and 3) to consult with staff, consultants, or other individuals about pending or potential litigation.

The purpose of this meeting is 1) to discuss personnel matters and appointments to advisory boards and committees.

Vote to close session:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			
Councilmember Knesel	X			

Councilmember McKinney	X			
Councilmember Pompei	X			
Councilmember Pope	X			
Mayor Pro Tem Weaver	X			
Mayor Jordan	X			

Staff members present: Josué Salmerón, City Manager (until 10:34 p.m.); and Dawane Martinez, Director of Human Resources (until 10:33 p.m.).

Other individuals in attendance: None

Action taken: Agreed to move forward with new appointments for vacancies, pending completion of final requirements by applicants; agreed to move forward with most reappointments (two will be held pending needed clarifications).

Councilmember Knesel seconded.

- ROLL CALL: Councilmember Fritz - Yes
- Councilmember Knesel - Yes
- Councilmember McKinney - Yes
- Councilmember Pompei - Yes
- Councilmember Pope - Yes
- Mayor Pro Tem Weaver - Yes
- Mayor Jordan - Yes

ADMINISTRATIVE REPORT:

City Manager Salmerón reported on recent events, including the ribbon-cutting ceremony for Panda Express and the Learn2Earn graduation. He also provided updates on the chiller project and shared information about upcoming events, such as an egg hunt scheduled for April 4 and a food distribution event. Additionally, Mr. Salmerón updated Council on the status of the electric vehicle (EV) chargers near the library, noting a target completion date of June 30 in order to qualify for the associated tax credit.

LEGISLATION:

A Resolution to Repeal and Reenact with Amendment Resolution Number 2109 to Adopt Standing Rules for the Council of the City of Greenbelt, Maryland: Mayor Jordan read the agenda comments. Mayor Pro Tem Weaver introduced for first reading.

Resolution Recognizing March 31st as Transgender Day of Visibility: Mayor Jordan read the agenda comments. Councilmember Pompei introduced for first reading and suspension of the rules.

Councilmember Knesel seconded.

ROLL CALL: Councilmember Fritz - Yes
Councilmember Knesel - Yes
Councilmember McKinney - Yes
Councilmember Pompei - Yes
Councilmember Pope - Yes
Mayor Pro Tem Weaver - Yes
Mayor Jordan - Yes

Councilmember Pompei introduced for second reading and adoption.

Councilmember Fritz seconded.

ROLL CALL: Councilmember Fritz - Yes
Councilmember Knesel - Yes
Councilmember McKinney - Yes
Councilmember Pompei - Yes
Councilmember Pope - Yes
Mayor Pro Tem Weaver - Yes
Mayor Jordan - Yes

The resolution was declared passed.

OTHER BUSINESS:

Authorization for City Manager to Approve Contract with VMP: Mayor Jordan read the agenda comments. Mayor Pro Tem Weaver moved that Council authorize the City Manager to execute the purchase of roadworks improvement at Cherrywood Lane to VMP Co., Inc. at 9635 Annapolis Road, Lanham, Maryland 20706 for a total project cost of \$226,394.00 to be funded from a reimbursable CDBG Grant. Councilmember Fritz seconded. The motion passed 7-0.

Legislative Review: County Bills: Mayor Jordan read the agenda comments. Mayor Pro Tem Weaver proposed moving this item to the March 25 Work Session for discussion. Mayor Jordan seconded the motion, which passed unanimously 7-0.

Discussion: State Budget, Legislative Bond Bills, and Grant Opportunities in Relation to Capital Project Priorities: Mayor Jordan read the agenda comments. The Council discussed multiple funding opportunities for capital projects, including the Budget Reconciliation Financing Act, legislative bond bills, and congressionally directed spending. Staff presented proposed projects for potential funding, including the Greenbelt Community Center Elevator, Greenbelt Museum Renovation, Buddy Attic Park Path and Performance Venue, and Schrom Hills Park Soccer Field Lighting. Council members were asked to review these projects within the context of overall Capital Improvement Program priorities and to provide direction on project prioritization and future grant-seeking strategies. The importance of presenting funding information to residents in a clear, user-friendly format similar to ARPA progress reports was also noted.

Council discussed the geographic distribution of funding across the city. Councilmember Pompi raised concerns about disproportionate investment in Center City compared to Greenbelt West and East. Several Council members agreed on the need for more equitable spending aligned with population distribution and growing needs, particularly in Greenbelt West.

Council Discussion on Revising the Planning Framework: Mayor Jordan read the agenda comments. Council discussed a new planning framework developed from resident feedback gathered through town hall meetings and planning retreats. Council was asked to review the framework in advance of its finalization before budget approval.

Discussion of PGCMLS Story Walk Removal: Mayor Jordan read the agenda comments. Council discussed the recommendation from the Park and Recreation Advisory Board to remove the PGCMLS Story Walk. Mayor Pro Tem Weaver moved that Council refer the story walk project recommendation to the Advisory Committee on Education (ACE) and the Community Relations Advisory Board (CRAB) for further consideration, with reports due by the end of May. Councilmember Pope seconded. The motion passed 7-0.

Discussion: Sending a letter to the County Councilmembers Requesting They Maintain Funding for the Chinese Immersion Program at Greenbelt Middle School: Councilmember Pompi requested that this item be added to the agenda for discussion. The focus is on sending a letter to the Prince George's County Council to request a reconsideration of the proposed cuts to the Chinese language immersion program at Greenbelt Middle School. Mayor Jordan moved that the Council draft a broader letter to the County Council and the County Executive regarding the proposed school budget cuts. This letter will specifically address the impacts on Greenbelt Middle School and Magnolia schools, including the effects on language immersion programs and staff reductions. Councilmember Pope seconded the motion, which passed unanimously with a vote of 7-0.

COUNCIL REPORTS: None.

COUNCIL ACTIVITIES: Events between March 10 and March 23, 2026

- 10 March: Greenbelt Police Department Officer Swearing-in (Jordan, Pompi, Weaver)
- 11 March: Visit to Maryland General Assembly with Senator Washington (Pompi, Weaver)
- 12 March: Community Relations Advisory Board (Pompi)
- 12 March: Greenbelt Rotary Speaker Series – Greenbelt Pumpkin Festival (Weaver)
- 14 March: Planning in Our County workshop (Fritz, McKinney, Weaver)
- 15 March: National League of Cities (NLC) Transportation and Infrastructure Services Committee (Weaver,) NLC Public Safety and small cities meetings:(Pope)
- 16 March: Panda Express Ribbon Cutting (McKinney, Pope)

- 16-17 March: NLC Congressional Cities Conference (Fritz, Jordan, Pope, Weaver)
- 18 March: NLC Advocacy Day on Capitol Hill (Fritz, Weaver)
- 18 March: Metro Washington Council of Governments Transportation Planning Board (Weaver)
- 18 March: Park and Recreation Advisory Board (Weaver)
- 18 March: Advisory Planning Board (McKinney)
- 19 March: Greenbelt Rotary Club (Weaver)
- 21 March: Learn 2 Earn Program Completion Ceremony (Fritz, Jordan, Knesel, McKinney, Pompei, Pope, Weaver)
- 21 March: Youth Advisory Committee (McKinney)
- 22 March: “Dancing Joy” Film Screening (McKinney, Pompei, Weaver)
- 22 March: Greenbelt Community Orchestra Concert (Jordan, McKinney, Pompei, Weaver)
- 23 March: Agenda Planning with City Manager (Jordan, Weaver)

MEETING LIST: Council reviewed and approved the revised meeting schedule.

CLOSED SESSION: Ms. Weaver moved that Council move into closed session in the Council Chambers of the Municipal Building, in accordance with the General Provisions Article 3-305(b)(1) and (8) of the General Provisions Article of the Annotated Code of the Public General Law of Maryland, 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; any other personnel matter that affects one or more specific individuals; and 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

The purpose of this meeting will be 1) to discuss personnel matters; and 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

Councilmember Pope seconded.

ROLL CALL: Councilmember Fritz	- Yes
Councilmember Knesel	- Yes
Councilmember McKinney	- Yes
Councilmember Pompei	- Yes
Councilmember Pope	- Yes

Mayor Pro Tem Weaver - Yes
Mayor Jordan - Yes

Ms. Weaver noted that Council would not return to open session.

Council moved into Closed Session at 9:46 p.m.

Respectfully submitted,

Bonita Anderson
City Clerk

"I hereby certify that the above and foregoing is a true and correct report of the regular meeting of the City Council of Greenbelt, Maryland, held March 23, 2026."

Emmett V. Jordan
Mayor

DRAFT

REGULAR MEETING OF THE GREENBELT CITY COUNCIL held April 13, 2026.

Mayor Pro Tem Weaver called the meeting to order at 7:30 p.m.

ROLL CALL was answered by Councilmembers Frankie S. Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, and Mayor Pro Tem Kristen L.K. Weaver. Mayor Emmett V. Jordan was absent due to travels.

ALSO PRESENT were Josué Salmerón, City Manager; Chief Richard Bowers, Greenbelt Police Department; Terri Hruby, Director of Planning and Community Development; and Shaniya Lashley-Mullen, Deputy City Clerk.

Mayor Pro Tem Weaver asked for a moment of silence in honor of Chris Dwyer, Linda Fuchs Gehrman, and former resident John P. Waters, Jr. Councilmember Pompei then led the Pledge of Allegiance to the Flag and Councilmember Fritz recited the Greenbelt Community Pledge.

PETITIONS AND REQUESTS:

- Michael Canavan, on behalf of Public Works employees, asked the Council to recognize a collective bargaining agent once most employees have demonstrated their support through signed authorization cards.
- Michael Hartman, a Greenbelt resident, expressed his appreciation for the Council, City staff, and Chief Bowers for their recognition of the seriousness of the concerns expressed by the Greenbelt Resistance Network.
- Emily White and Anna Fernandez, Greenbelt Parks and Recreation employees, request that the City recognize a collective bargaining group from the Recreation Department, also through cards and not through an election.
- Christine Wilkin, on behalf of the Greenbelt Resistance Network. Stated they submitted a list of questions that have been answered, so they turned it into a petition with 115 signatures. Expressing concerns regarding the data that is stored on the cameras or stored on the cloud, how it is being accessed, transparency, auditing and the use of AI.
- Diana McFadden, a Greenbelt resident, expressed how grateful she was for the City's Police Department. She expressed her concerns related to the purpose of the surveillance.
- Dr. Lois Rosado, a Greenbelt resident, said that she supports Public Works staff with going forward with check cards and not having another election. She also expressed concerns with putting up more speed cameras in the west.
- John Berry expressed concerns about misinformation regarding staff not knowing what they are signing if they sign a check card and stated that he has been working with Jackson Lewis.

CONSENT AGENDA: Councilmember McKinney moved to remove Meetings from the consent agenda and add it to the agenda for further discussion. It was moved Councilmember Pompei and seconded by Councilmember Knesel to approve the consent agenda as amended. The motion passed 6-0.

Council thereby took the following actions:

MINUTES OF COUNCIL MEETINGS: None

COMMITTEE REPORTS:

Advisory Planning Board By Laws Adopted January 7, 2026: Council accepted the bylaws.

Reappointment to Advisory Board/Committee: Council approved the reappointment of Janet Mirsky to a new term on the Advisory Committee on Education (ACE).

Resignation from Advisory Board/Committee: Council accepted Kim Kash resignation from the Charter Review Taskforce.

Approval of CivicPlus Payments for 12 Products including Agenda Management and Website Services: Council approved the payment.

APPROVAL OF AGENDA: It was moved by Councilmember Knesel and seconded by Councilmember Fritz that the agenda be approved. The motion passed 6-0

PRESENTATIONS:

National Public Safety Telecommunicator Week Proclamation: Mayor Pro Tem Weaver declared the second week of April as National Public Safety Telecommunicator Week to highlight the vital role of communication personnel in police and safety department. Chief Bowers and two Communication Specialist accepted the proclamation on behalf of the Communication Unit.

Animal Control Appreciation Week Proclamation: Mayor Pro Tem Weaver proclaimed the week of April 12th – 18th, as Animal Control Appreciation Week, and Patricia Fillnan accepted the proclamation on behalf of the Animal Control Officers.

Arbor Day Proclamation: Mayor Pro Tem Weaver proclaimed April 24th as Arbor Day. Lori Thiele, Maintenance Worker IV, and Dr. Charles Jackman were present to accept the proclamation, and shared updates on upcoming events.

Earth Day Proclamation: Mayor Pro Tem weaver proclaimed April 22nd as Earth Day. Kevin Caroenter-Driscoll, Environmental Coordinator, attended to accept the proclamation and shared updates on upcoming events.

License Plate Reader Camera (LPRC) Presentation: Mayor Pro Tem Weaver read the agenda

comments. Chief Bowers provided a PowerPoint presentation providing an overview of the City's License Plate Reader (LPR) Camera Program. The presentation included background information on the purpose and functionality of the cameras, data integrity measures, and established guidelines governing the access, use, and retention of collected data. Chief Bowers emphasized safeguards to ensure responsible use and compliance with applicable policies and regulations. He responded to questions and concerns raised by members of the public regarding privacy, data security, and operational oversight. Chief Bowers also provided an informational overview of other traffic enforcement and surveillance systems utilized throughout the City, including red light cameras, speed cameras, stop sign cameras, and other fixed surveillance cameras. He outlined their general locations, enforcement objectives, and role in promoting public safety and traffic compliance.

ADMINISTRATIVE REPORTS: Mr. Salmerón reported on the Geospatial Roadmap Plan, the Little League Baseball game, Public Art; and the upcoming Budget Work Sessions. He provided the Council with an update on the progress on the Pepco overbilling resolution. Mr. Salmerón advised that the EV charging station will be installed, however the parking lot to the Community Center and the Prince George's County Memorial Library will be closed overnight starting tomorrow night for excavation work.

PUBLIC HEARING: Mayor Pro Tem Weaver read the agenda comments. She then announced the meeting was recessed for the public hearing at 9:36 pm. Mr. Salmerón stated that a public utility tax would allow the City to tax the operating property of public utilities. The tax, which the utility companies, not the City residents, would pay, would apply to land, buildings and other properties, such as telephone poles, wires, used by the utilities for their operations.

- Lore Rosenthal, a Greenbelt resident, inquired who is getting tax and will this increase the residents tax rate.

- Bill Orleans, a Greenbelt resident, inquired why the tax rate was less than the Town of Bladensburg.

Mr. Salmerón stated that the City's proposes \$2.50 Utility Tax aligns with similar taxes in other municipalities and does not directly impact the residents of the City. There were no additional public comments regarding the proposed Utility Tax. The public hearing on this matter concluded at 9:46 pm.

LEGISLATION

A Resolution to Repeal and Reenact with Amendment Resolution Number 2109 to Adopt Standing Rules for the Council of the City of Greenbelt, Maryland: Mayor Pro Tem Weaver read the agenda comments. Mayor Pro Tem Weaver introduced the resolution for second reading and adoption. Councilmember Pompi seconded the motion. There was a discussion.

ROLL CALL: Councilmember Fritz	-	Yes
Councilmember Knesel	-	Yes
Councilmember McKinney	-	Yes

Councilmember Pompei	-	Yes
Councilmember Pope	-	Yes
Mayor Pro Tem Weaver	-	Yes
Mayor Jordan	-	Absent

The resolution was declared passed.

OTHER BUSINESS:

Amended Declaration of Covenants for 7010 Greenbelt Road (Greenbelt Crossing): Mayor Pro Tem Weaver read the agenda comments. Councilmember Pompei moved that the Council approve the revised agreement for the Land Records of Prince George’s County. Councilmember Knesel seconded the motion. There was a discussion. The motion passed 6-0.

Discussion: Proposed Charter Amendment Regarding Collective Bargaining Rights: Mayor Pro Tem Weaver read the agenda comments. The Council discussed a proposed Charter amendment regarding collective bargaining rights for City employees. The amendment would cover full-time, non-exempt, non-managerial, non-confidential employees, with three specific bargaining units: sworn police officers, Public Works employees, and all other departments. Councilmember Fritz raised questions about how "full-time" status would be determined, particularly for employees who work variable hours. Mr. Salmerón stated that the 500-hour threshold used by the Maryland State Retirement system could serve as a basis for defining full-time status, and Mayor Pro Tem Weaver noted this would need to be further defined in the City Code rather than the Charter. Mr. Salmerón noted that both the labor attorneys and City Solicitor would need to review the proposed language, “all non-exempt, non-managerial, and non-confidential employees,” before a final vote could be taken.

Discussion: Collective Bargaining Ordinance: Mayor Pro Tem Weaver read the agenda comments. The Council discussed proposed changes to the City Charter regarding labor relations and employee organization rights. They reviewed amendments to the Code that would clarify the City Council's role in voluntary recognition of unions through card check processes, with Councilmember Pompei proposing specific language amendment to Section 13-237 (C2), from “City” to “City Council.”

Councilmember Fritz raised concerns about the no-strike provision in Section 13-239, arguing that it should be limited to public safety employees rather than applying to all City workers, as it creates an unfair disparity compared to private sector employees. The discussion highlighted the need to balance public safety considerations with workers' rights to collective bargaining and strike actions.

The Council discussed progress in language related to part-time and non-confidential employees in the collective bargaining code. Mr. Salmerón explained that the team is working to determine whether to exempt specific positions or classify confidential employees, with a focus on positions in Human Resources, Finance, Information Technology, and the City Manager's office. Trent Leon, Laurel Hill Road, suggested changing "may" to "shall" to ensure the labor commissioner presents the option to the City Council rather than making the decision

themselves, in Section 13-237(C2). Ms. Davis, Greenbelt East, emphasized the importance of treating Public Works employees with respect, noting their role as first responders, and Mr. Orleans, a Greenbelt resident, stressed the inherent right of all workers to organize and strike. Councilmember Knesel acknowledging delays in implementing changes due to legal complications but assuring the public that due diligence was being taken.

Council Referral to the Board of Elections Regarding Ranked Choice Voting: Mayor Pro Tem Weaver read the agenda comments. Mayor Pro Tem Weaver moved to send a referral to the Board of Elections on Ranked Choice Voting to Implement Ranked Choice Voting for the 2027 Municipal Elections. Councilmember Pompei seconded the motion. There was a discussion. The motion passed 6-0.

Letter of Support for an Act Concerning Immigration Detention Facilities in the County: County Bill CB-031-2026: Mayor Pro Tem Weaver read the agenda comments. Councilmember Pompei moved that the Council send a Letter of Support for Prince George's County Council Bill CB-031-2026, An Act Concerning Immigration Detention Facilities. Councilmember Fritz seconded the motion. The motion passed 5-0-1 (Councilmember Pope abstained).

Meetings: Councilmember McKinney moved that the Council recess in July during the weeks of July 20th and July 27th. She also moved that the Council recess in August during the weeks of August 17th and August 24th. Councilmember Pope seconded. There was a discussion. The motion passed 6-0.

COUNCIL ACTIVITIES:

Events between March 24 and April 13, 2026

- 24 March: Greenbelt Advisory Committee for Environmental Sustainability (Weaver)
- 24 March: Cemetery Master Plan Community Meeting (Pompi)
- 25 March: County Councilmember Adams Tour of Greenbelt (Fritz, Jordan, Weaver)
- 25 March: Higher Achievement Program Tour at Greenbelt Middle School (McKinney, Pompei)
- 25 March: County Council District 4 Listening Session (Knesel, Weaver)
- 26 March: Woman's History Month Celebration at Springhill Lake Elementary School (McKinney, Pompei, Pope, Weaver)
- 31 March: Senior Citizen Advisory Committee (Pope)
- 31 March: Geospatial Roadmap meeting (Pompi)
- 02 April: Greenbelt Rotary Club (Weaver)
- 02 April: Charter Review Task Force (Fritz, Weaver)
- 03 April: Greenbelt Police Department vs. Youth Soccer Match at Springhill Lake Recreation Center (Jordan, Pope, Pompei, Weaver)
- 03 April: Underwater Egg Hunt (Pope)
- 04 April: Annual Egg Hunt, Buddy Attick Park (Jordan, Fritz, Pompei, Pope, Weaver)
- 06 April: Agenda Meeting with City Manager (Jordan, Weaver)

- 07 April: Advisory Committee Advancing Public Safety (Pope)
- 09 April: Greenbelt Rotary Club Presentation – Venture Crew (Weaver)
- 09 April: Greenbelt Homes, Inc. Town Hall (Pompi)
- 11 April: Greenbelt Youth Baseball Little League Baseball Opening Day and Ribbon Cutting for Braden Field (Knesel, McKinney, Fritz, Pompi, Pope, Weaver)
- 11 April: Dedication of “Joy” Public Sculpture (Knesel, McKinney, Fritz, Pompi, Pope, Weaver)
- 11 April: Greenbelt Volunteer Fire Department and Auxiliary Gala (Knesel, McKinney, Fritz, Pompi, Pope, Weaver)
- 12 April: Artful Afternoon (Pompi, Weaver)
- 13 April: National League of Cities Transportation and Infrastructure Services committee (Weaver)
- 13 April: Agenda Planning with City Manager (Weaver)

ADJOURNMENT: A motion to adjourn the meeting was made by Councilmember. Pompi and seconded by Councilmember. Knesel. The motion carried 6-0. Mayor Pro Tem adjourned the regular meeting of April 13, 2026, at 11:15 p.m.

Respectfully submitted,

Shaniya Lashley-Mullen
Deputy City Clerk

"I hereby certify that the above and foregoing is a true and correct report of the regular meeting of the City Council of Greenbelt, Maryland, held April 13, 2026.

Kristen L.K. Weaver
Mayor Pro Tem Weaver

BUDGET WORK SESSION OF THE GREENBELT CITY COUNCIL held on Wednesday, April 15, 2026, to discuss Public Works / Capital Projects.

Mayor Jordan started the meeting at 7:30 p.m. The meeting was held in the Council Chambers of the Municipal Building, 25 Crescent Road, and via Zoom.

PRESENT WERE: Councilmembers Frankie Santos Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

STAFF PRESENT WERE: Josué Salmerón, City Manager; Timothy George, Assistant City Manager; Brian Kim, Public Works Director; Kevin Carpenter-Driscoll, Environmental Coordinator; Luisa Robles, Sustainability Coordinator; Lori Thiele, Maintenance Worker; Jamarie Spencer, Production Assistant; and Bonita Anderson, City Clerk.

OTHERS PRESENT WERE: Bill Orleans, Michael Hartman, Judith Davis, and others. The purpose of the work session was to review the proposed FY 2027 Public Works budget; discuss sustainability initiatives, capital projects, and operational challenges; and receive preliminary Council feedback prior to final budget deliberations.

Public Works Department Budget Overview. Public Works staff presented the proposed fiscal year 2027 budget, noting that most expenditure accounts remain relatively unchanged. Increases were primarily attributed to vehicle maintenance, software subscriptions, and costs related to salaries and benefits. Staffing levels will remain stable due to internal realignments.

Utility Costs and Energy Initiatives. The Council reviewed utility costs and energy initiatives, including the City's 2-megawatt solar system, which has reduced electricity expenses and now offsets approximately 60% of energy consumption.

Public Works Operations and Sustainability. Discussion included equipment replacement strategies, playground maintenance challenges, and the limited operational use of the greenhouse due to infrastructure needs.

GIS and Asset Management Planning. An update on the City's GIS Strategic Plan was provided, highlighting mapping initiatives, asset management efforts, and upcoming 3D roadway-scanning projects.

Save As You Throw (SAYT) Program. The Council reviewed SAYT program results, noting a 12% reduction in landfill waste and 98% compliance. Staff corrected an error in the reported recycling fees and outlined the next steps for evaluation.

Capital Projects and Infrastructure Planning. The Council reviewed several capital initiatives, including storm drain rehabilitation, improvements at Braden Field, and bicycle and pedestrian projects such as the Greenbrook Trails.

CDBG Funds and Sidewalk Infrastructure. Discussion focused on the use of Community Development Block Grant funds and challenges related to sidewalk installation, including funding limitations, easement requirements, and engineering constraints.

Special Funds and Transportation Updates. The Council discussed establishing a special fund for grant matching and noted the installation of a Capital Bikeshare station at Greenbelt Metro.

Announcements and Key Updates. The Council shared announcements and reviewed upcoming items related to Public Works operations and capital planning.

The meeting ended at 9:35 p.m.

Respectfully submitted,

Bonita Anderson
City Clerk

DRAFT

BUDGET WORK SESSION OF THE GREENBELT CITY COUNCIL held on Wednesday, April 22, 2026, to discuss the Recreation Department, FY2027 Proposed Budget.

Mayor Jordan started the meeting at 7:30 p.m. The meeting was held at the Council Chambers of the Municipal Building, 25 Crescent Road, and via Zoom.

PRESENT WERE: Councilmembers Frankie S. Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Mayor Pro Tem Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

STAFF PRESENT WERE: Josué Salmerón, City Manager; Greg Varda, Director of Recreation; Andrew Phelan, Assistant Director of Recreation Facilities & Operations; Anne Oudemans, Assistant Director of Recreation – Programs; Megan Searing Young, Museum Manager; and Shaniya Lashley-Mullen, Deputy City Clerk.

OTHERS PRESENT WERE: Bill Orleans, Michael Hartman, Judith Davis, and others.

The Greenbelt City Council held a work session to discuss the proposed FY27 Recreation Department budget, with Director Greg Varda and Assistant Directors Ann Ottomans and Andrew Phelan presenting. The proposed budget totals slightly under \$9 million in expenditure with over \$2 million in revenue, including funding for 2% COLA for non-classified staff and expanded arts offerings in Greenbelt West. Mr. Varda outlined several capital projects planned for FY27, including the Museum Education Center, Phase 2 of the Braden Athletic Complex, and the Springhill Lake Recreation Center concept plan cleanup.

Mr. Varda discussed challenges with the Recreation Department's budget, including a recent minimum wage increase to \$15.30 per hour and concerns about pay compression within the non-classified staff. He highlighted the need for a succession plan due to six employees having 25-30 years of service and discussed the department's high usage of facilities serving both Greenbelt residents (62%) and non-residents (38%). Ms. Oudemans addressed plans to increase programs at Greenbelt West, particularly targeting active aging programs for residents 60 and over and preschoolers, while noting the importance of serving non-residents who choose to attend their programs.

Ms. Oudemans noted that while most programs have non-resident participation, some class programs fill before non-resident registration opens. The Council explored ways to advocate for increased funding from Park and Planning, given that fee-based revenue has been flat and many programs serve non-residents. Mr. Varda discussed the current 15% fee spread between residents and non-resident rates for summer camps, aiming to remain competitive while not pricing out non-residents. Ms. Oudemans noted that there has been an increase in free and subsidized programming, particularly in Greenbelt West, to serve all communities.

The Council discussed several topics related to community programming and facilities. Mr. Phelan advised the department to explore the possibility of linking the community center's activity calendar to the City website to provide better information about classes and cancellations. Mr. Varda addressed revenue projections, with some discrepancies, between the

Recreation Department numbers and those of the City treasurer. Mayor Jordan inquired about programming in Greenbelt East, which Ms. Oudemans answered that the Recreation Department currently offer programs at Schrom Hills Park and explained the challenges of limited indoor space. The Council explored potential funding needs for additional programming, including a center leader position at Schrom Hills Park estimated at \$26,000 and the Learn to Earn program costing between \$32,000 and \$36,000. Finally, Ms. Oudemans touched on efforts to connect with Homeowners Associations (HOAs) in the Greenbelt East area and Mr. Phelans discussed the utilization of community center space by recognized groups.

The council discussed community center space usage, revealing that over \$67,000 worth of free space was provided in FY25 through free space groups and recognition programs. They addressed challenges with kitchen rentals, noting that many potential users get stuck in the county permitting process, and discussed plans to explore local permitting options and accommodate early morning caterer access. The discussion also covered ADA compliance efforts, including plans for a water wheelchair and new lift for the outdoor pool, elevator replacements, and various accessibility improvements at recreational facilities and playgrounds.

Dr. Rosado, a Greenbelt resident, thanked the Recreation Department for supporting the Greenbelt Black History and Culture Committee but expressed concerns about slow information distribution from Franklin Park management. Judith Davis, Greenbelt East, highlighted the success of new programs and increased Park Rangers' presence while noting the discontinuation of archery. Michael Hartman, 2 Court Gardenway, praised the Recreation Department's efforts for people with disabilities but suggested expanding accessible table spaces in pavilions.

The Council discussed exploring options for increasing revenue, including potentially raising commercial tax rates and implementing different tax rates for various business types. The discussion also touched on the performance measures for the Museum and the Greenbelt Aquatic and Fitness Center, noting stable visit numbers due to loyal pass holders, and highlighted the successful organization of special events by the Park Rangers and Special Events Team. Ms. Oudemans discussed the busy event management work handled by Patrick Mullen and staff, highlighting their impressive support at recent events including the Veterans Day ceremony with the governor.

Ms. Searing Young, Museum Director, was thanked for her work with the Greenbelt Reparations Commission and provided an update on the Greenbelt Museum funding. The State has confirmed a significant contribution toward the Museum project, with plans to begin demolition and construction in FY2027, though programming may need to be temporarily relocated during construction. The Museum has seen increased visitation on Sundays but reduced scheduled walking tours compared to pre-COVID levels, with many visitors discovering the museum through City email and social media blasts.

The Council and Ms. Searing Young discussed marketing and outreach strategies for the museum, including partnerships with Anacostia Trails Heritage Area Inc. (ATHA) and leveraging existing events like the farmers' market. They explored ideas for a traveling museum format and discussed the need to update and maintain existing signage around the City, potentially incorporating QR codes and working with the Reparations Commission for historical

content. Ms. Searing Young also touched on plans for a new Visitor Education Center that would inspire visitors to explore other Greenbelt sites and serve as a more welcoming space than a traditional museum.

Dr. Rosado, a Greenbelt resident, thanked Ms. Searing Young for her significant contributions to the Reparations Commission and suggested potential museum presentations and travel exhibits. Judith Davis, Greenbelt East, raised concerns about the readability of information panels and the lack of individual donation opportunities during the visitor center fundraising project, while also inquiring about the Tugwell Room's status and future exhibits for the 250th anniversary. Michael Hartman, 2 Court Gardenway, inquired about parking solutions and accessibility for people with disabilities, to which Ms. Searing Young explained that visitors are advised to park at the library lot or use the Museum's driveways when space is available. Ms. Searing Young discussed accessibility concerns for new construction, including entrance design and parking lot access.

The Council reviewed park permits revenues, particularly for pavilions and tennis courts, with Mr. Phelan explaining enforcement procedures and rental systems in place. The Council also discussed potential lighting upgrades for tennis and volleyball courts.

Information Items:

Mr. Salmerón provided the Council an update on the upcoming Ukraine visit meeting, resubmission of budget requests including overdue public safety surcharges, and plans to meet with the County Executive.

There was brief discussion regarding parking issues at Buddy Attick Park, particularly along Crescent Road where cars were blocking bike lanes, and concerns about enforcement during popular events like the 4th of July and Easter Hunt.

The meeting ended at 9:36 p.m.

Respectfully submitted,

Shaniya Lashley-Mullen
Deputy City Clerk

REGULAR MEETING OF THE GREENBELT CITY COUNCIL held April 27, 2026.

Mayor Jordan called the meeting to order at 7:30 p.m.

ROLL CALL was answered by Councilmembers Frankie Santos Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

ALSO PRESENT were Josué Salmerón, City Manager; Dr. Liz Park, CARES Director; Kevin Carpenter-Driscoll, Environmental Coordinator; and Bonita Anderson, City Clerk.

Mayor Jordan asked for a moment of silence in honor of residents Donald Martin and Russell Waugh.

Councilmember Pompei then led the Pledge of Allegiance to the Flag, and Councilmember Knesel recited the Greenbelt Community Pledge.

PETITIONS AND REQUESTS:

Bill Orleans, resident, expressed concern about consent agenda items (e) and (f). Mr. Salmerón explained that the Geotab system would replace the current Verizon Connect service to provide better telematics data and vehicle maintenance tracking, while the road assessment system would move away from paper-based assessments to enable digital data collection.

CONSENT AGENDA: Mayor Pro Tem Weaver moved to approve the Consent Agenda. Councilmember Fritz seconded. The motion passed 7-0.

Council thereby took the following actions:

MINUTES OF COUNCIL MEETINGS

- Regular Meeting, June 2, 2025
 - Work Session, March 25, 2026
 - Work Session, April 8, 2026
 - Special Meeting, April 8, 2026
- Approved as presented.

MEETINGS: Council approved the meetings list.

COMMITTEE REPORTS: There were no committee reports submitted for Council to accept.

REAPPOINTMENT TO ADVISORY BOARD/COMMITTEE: Council reappointed the following individuals to new terms on their respective boards and committees:

- Community Relations Advisory Board: Nathan Gerdes
- Greenbelt Advisory Committee on Environmental Sustainability (Green ACES): John Lippert
- Senior Citizen Advisory Committee (SCAC): Leon Schachter

AUTHORIZATION FOR CITY MANAGER TO APPROVE CONTRACT WITH T-MOBILE FOR FLEETWIDE TELEMATICS: Council authorized the City Manager to approve the contract.

AUTHORIZATION FOR CITY MANAGER TO APPROVE CONTRACT WITH CITYLOGIX FOR PAVEMENT ASSESSMENT, SOFTWARE SUBSCRIPTION, AND FUND REALLOCATION: Council authorized the City Manager to approve the contract.

AUTHORIZATION FOR CITY MANAGER TO APPROVE PURCHASE OF REPLACEMENT MOWING EQUIPMENT AND REALLOCATION OF FUNDS: Council authorized the City Manager to approve the purchase.

AUTHORIZATION FOR CITY MANAGER TO EXECUTE CONTRACT FOR 2026 TREE HEALTH SERVICES: Council authorized the City Manager to approve the contract.

AUTHORIZE THE CITY MANAGER TO EXECUTE THE POLICE DEPARTMENT'S ANNUAL SERVICE CONTRACT WITH MOTOROLA SOLUTIONS: Council authorized the City Manager to approve the contract.

APPROVAL OF AGENDA: It was moved by Councilmember Knesel and seconded by Councilmember Pope that the agenda be approved. The motion passed 7-0.

PRESENTATIONS:

ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH: Mayor Jordan proclaimed May as Asian American and Pacific Islander Heritage Month.

AUTISM AWARENESS AND ACCEPTANCE MONTH PROCLAMATION: Mayor Jordan proclaimed April Autism Awareness and Acceptance Month.

NATIONAL POETRY MONTH PROCLAMATION: Mayor Jordan proclaimed May National Poetry Month. Effie Levner, founder of Poetry In The Garden Group, provided background on the group. Stanie Sesay read a poem.

PUBLIC HEARING - FY2027 PROPOSED BUDGET: Mayor Jordan read the agenda comments. Bob Rand read a statement. Bill Orleans requested that the changes to the original draft budget be available to the public. City Manager Salmerón displayed the website information for budget modifications.

LIMNOTECH FINAL PRESENTATION: Mayor Jordan read the agenda comments. Kevin Carpenter-Driscoll introduced presenters Brad Udvardy, Flood Modeling, Assessments, and Recommendation Co-Lead, and Anouk Savineau, Project Manager and Community Flood Resiliency Plan Development Lead.

The Council received a PowerPoint presentation on the challenges of flooding and potential infrastructure solutions in Greenbelt. The presentation compared traditional gray infrastructure, such as storm drain inlets, upsized pipes, and detention systems, with green infrastructure approaches, including bioretention rain gardens, green roofs, permeable pavement, and other nature-based solutions.

While gray infrastructure was acknowledged as reliable, it was also noted to be costly and disruptive. In contrast, green infrastructure was emphasized for its additional benefits, including improved water quality, ecological enhancements, and community amenities. Specific implementation opportunities were identified for public spaces and cooperative properties, along with associated cost estimates.

The presentation also outlined a Community Flood Resilience Plan that focuses on non-structural measures such as enhanced storm drain maintenance, local ordinances, and public education. Potential grant funding was identified, and further flood modeling and citywide analysis were recommended.

During the Council discussion, several topics were addressed, including questions about model calibration, the installation of a local rain gauge, concerns about potential channel failure along Indian Creek, ideas for partnering with GHI, HOAs, and multifamily communities for outreach, exploring flood data collection through resident reporting, and considering incentives for private green infrastructure. The Council expressed appreciation for the report's comprehensive long-term value.

Mayor Jordan moved that the Council accept the City's Community Flood Resiliency Plan. Councilmember Pope seconded. The motion passed 7-0.

MINUTES:

Statement of Record — Closed Session, April 8, 2026: Mayor Pro Tem Weaver moved that, in accordance with the General Provisions Article, Section 3-06(C)(2) of the Annotated Code of the Public General Laws of Maryland, the minutes of tonight's meeting reflect that the Council met in closed session on Wednesday, April 8, 2026, at 10:19 p.m., in the Council Chambers. Council held this closed meeting in accordance with Section 3-305(1) and (8) of the General Provisions Article of the Annotated Code of the Public General Laws of Maryland: 1) to discuss the appointment,

employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals; and 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

Vote to close session:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			
Councilmember Knesel	X			
Councilmember McKinney	X			
Councilmember Pompei	X			
Councilmember Pope	X			
Mayor Pro Tem Weaver	X			
Mayor Jordan				X

Staff present: Josué Salmerón, City Manager; Tim George, Assistant City Manager; Dawane Martinez, Director of Human Resources.

Other individuals in attendance: None

Action taken: None

Councilmember Pope seconded.

ROLL CALL: Councilmember Fritz - Yes
 Councilmember Knesel - Yes
 Councilmember McKinney - Yes
 Councilmember Pompei - Yes
 Councilmember Pope - Yes
 Mayor Pro Tem Weaver - Yes
 Mayor Jordan - Abstain

Statement of Record — Closed Session, April 20, 2026: Mayor Pro Tem Weaver moved that, in accordance with the General Provisions Article, Section 3-06(C)(2) of the Annotated Code of the Public General Laws of Maryland, the minutes of tonight's meeting reflect that the Council met in closed session on Monday, April 20, 2026, at 9:38 p.m., in the Council Chambers. Council held this closed meeting in accordance with Section 3-305(b)(1), (7), and (8) of the General Provisions Article of the Annotated Code of the Public General Laws of Maryland: 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals; 2) to consult with counsel to obtain legal advice on a legal matter; and 3) to consult

with staff, consultants, or other individuals about pending or potential litigation.

The purpose of this meeting is 1) to discuss personnel matters; 2) to consult with counsel on a legal matter; and 3) to consult with staff on a legal matter.

Vote to close session:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			
Councilmember Knesel	X			
Councilmember McKinney	X			
Councilmember Pompi	X			
Councilmember Pope	X			
Mayor Pro Tem Weaver	X			
Mayor Jordan	X			

Staff present: Josué Salmerón, City Manager; Dawane Martinez, Director of Human Resources

Other individuals present: Jason DeLoach, City Solicitor (virtual)

Action Taken: None

Councilmember Knesel seconded.

ROLL CALL: Councilmember Fritz - Yes
Councilmember Knesel - Yes
Councilmember McKinney - Yes
Councilmember Pompi - Yes
Councilmember Pope - Yes
Mayor Pro Tem Weaver - Yes
Mayor Jordan - Yes

ADMINISTRATIVE REPORTS:

City Manager Josue Salmerón announced that the NASA Goddard Flight Center is now officially part of Greenbelt. Despite facing budget challenges, including a 4% increase in healthcare costs, the city has successfully filled positions in the police department and onboarded a new IT cybersecurity specialist. Upcoming events include a "Touch a Truck" event on May 2nd and a Wellness Walk on May 16th.

During the council meeting, several topics were discussed, including the expiration of a \$75,000 WMATA grant, a pothole on Edmonston Road that was quickly repaired by Public Works, and street vendor policies. Councilmember Fritz expressed concerns about a specific vendor at

Roosevelt Center who assists with zero-waste initiatives by collecting and indexing DVDs. The council emphasized the importance of balancing public safety regulations with the support of small businesses.

LEGISLATION:

A Resolution Of The City Council Of Greenbelt, Maryland, Proposing An Amendment To The City Charter To Establish Collective Bargaining Rights For Certain Eligible Non-Exempt And Non-Managerial City Employees: Council discussed a proposed charter amendment to establish collective bargaining rights for city employees. Councilmember Pompei expressed concerns about last-minute changes to the resolution and requested more time to review the updated language. Mayor Pro Tem Weaver moved that the council table the charter amendment until the May 11th meeting to discuss the language at the upcoming Wednesday work session. Councilmember Pompei seconded. The motion passed 7-0.

A Resolution Creating a Grant Matching Fund for the Purpose of Providing Funding for City Grants: Mayor Jordan read the agenda comments. Councilmember Pompei introduced the resolution for first reading. The resolution will appear on the May 11th agenda for second reading and adoption.

OTHER BUSINESS:

Discussion of the Council Planning Framework: Mayor Jordan read the agenda comments. Councilmember McKinney presented a strategic planning framework designed to guide budget planning and reinforce the city's values. This framework was developed with input from Councilmember Pompei and Mayor Pro Tem Weaver. The council discussed and decided to include final comments and aim for a vote on May 11th. They will treat the document as a working draft that can evolve.

Mayor Pro Tem Weaver moved that Council extend the meeting until 10 o'clock to allow for further discussion. Councilmember Pompei seconded. The motion passed 7-0.

Discussion item: Proposed FY2027 Budget: Mayor Jordan read the agenda comments. Councilmember Pompei presented a proposal to reallocate \$132,000 from various city budgets to sustain the CARES community health programs for one year, including funding for key personnel and allowing time to establish a 501(c)(3) organization. Council agreed to include this proposal in the final budget reconciliation for consideration, though no final vote was taken. The council also discussed empowering CARES to move forward with creating a 501(c)(3) organization, with some members suggesting making it broader to include other city departments.

The Council discussed the establishment of a 501(c)(3) organization for CARES to facilitate grant applications, especially for social services. Councilmember Pompei moved to empower CARES to create and establish a 501(c)(3) nonprofit organization. Mayor Pro Tem Weaver seconded the motion. The Council unanimously approved the formation of the 501(c)(3), with a vote of 7-0. Councilmember Pompei moved to authorize the creation of a topical working group

to support the 501(c)(3) process. Mayor Pro Tem Weaver seconded the motion, which passed with a vote of 5-2, opposed by Mayor Jordan and Councilmember Pope.

BARC Support Reaffirmation and Program Relocation Discussion: Mayor Jordan read the agenda comments. Mayor Pro Tem Weaver moved that Council approve sending a revised letter to the administrator regarding concerns about the USDA's reorganization plan and BARC facility, along with issuing a public statement on the same topic. Councilmember Pompi seconded. The motion passed 7-0.

COUNCIL REPORTS: None.

COUNCIL ACTIVITIES: Events between April 14 and 27, 2026

- 14 April: Sustainable Maryland Executive Committee (Weaver)
- 15 April: Transportation Planning Board (Weaver)
- 16 April: Prince George's County Municipal Association (Jordan – in person; Weaver – virtual)
- 17 April: Weekly Legislative Update (Jordan, Pompi)
- 18 April: Shredding Event Roosevelt Center (Pope, Weaver)
- 18 April: Greenbelt Homes, Inc. Bicycle Committee Forum (Fritz, Jordan, Pompi, Weaver)
- 18 April: Arbor Day Tree Dedication and Native Plant Distribution (Fritz, Jordan, McKinney, Pompi, Pope, Weaver)
- 18 April: Greenbelt Concert Band performance (McKinney, Pompi, Weaver)
- 18 April: Prince George's County 330th Anniversary Festival (Jordan)
- 20 April: Agenda Planning with City Manager (Jordan, Weaver)
- 22 April: Greenbelt Rotary Club (Weaver)
- 22 April: Luminis Health Doctor's Hospital Maternal Wing Groundbreaking (Jordan)
- 22 April: Golden Age Club (Jordan)
- 23 April: Ukrainian Parliament Delegation Visit (Fritz, Jordan, Knesel, Weaver)

- 23 April: Food Distribution (Jordan)
- 25 April: Earth Day Volunteer Event – Lake Clean-up and Planting (Jordan, McKinney, Pompei, Weaver)
- 26 April: Mary Lou Williamson Garden Party (Pompi)
- 27 April: Agenda Planning with City Manager (Jordan, Weaver)

ADJOURNMENT: A motion to adjourn the meeting was made by Mayor Pro Tem Weaver and seconded by Councilmember Pompei.

ROLL CALL:	Councilmember Fritz	- Yes
	Councilmember Knesel	- Yes
	Councilmember McKinney	- Yes
	Councilmember Pompei	- Yes
	Councilmember Pope	- Yes
	Mayor Pro Tem Weaver	- Yes
	Mayor Jordan	- Yes

The Mayor adjourned the regular meeting of April 27, 2026, at 9:58 p.m.

Respectfully submitted,

Bonita Anderson
City Clerk

"I hereby certify that the above and foregoing is a true and correct report of the regular meeting of the City Council of Greenbelt, Maryland, held April 27, 2026."

Emmett V. Jordan Mayor



A NATIONAL HISTORIC LANDMARK

City Council Meetings & Work Sessions May – September

Regular Meeting / 2 nd Public Hearing	Mon.	05/11	7:30 pm
Budget Work Session – Recognition Groups (Group 2)	Wed.	05/13	7:00 pm
Budget Work Session – Final Budget Review	Mon.	05/18	7:00 pm
ACE Student Awards	Wed.	05/20	7:00 pm
Four Cities Coalition Meeting (Greenbelt)	Thur.	05/21	7:00 pm
City Holiday – Memorial Day	Mon.	05/25	
Regular Meeting – Budget Adoption	Tue.	05/26	7:30 pm
No Meeting – (Eid al-Adha – PGCPD Closed)	Wed.	05/27	
Work Session – Indian Creek Park Master Plan	Mon.	06/01	7:30 pm
Work Session – Board of Elections 2025 Election Update	Wed.	06/03	7:30 pm
Regular Meeting / Public Hearing on CBA	Mon.	06/08	7:30 pm
Work Session - Presentation and Discussion of the Draft Cemetery Master Plan	Wed.	06/10	7:30 pm
No Meeting – (MML Summer Conference – Ocean City, MD)	Mon.	06/15	
No Meeting – (MML Summer Conference – Ocean City, MD)	Wed.	06/17	
Regular Meeting	Mon.	06/22	7:30 pm
Work Session - TBD	Wed.	06/24	7:30 pm
Work Session – TBD	Mon.	06/29	7:30 pm
Work Session – TBD	Wed.	07/01	7:30 pm
Work Session – 60% Design Plan for the Hanover Parkway Bicycle Facility	Mon.	07/06	7:30pm
Work Session – TBD	Wed.	07/08	7:30 pm
Regular Meeting	Mon.	07/13	7:30 pm
Work Session – City Manager’s Quarterly Update (Planning)	Wed.	07/15	7:30 pm
No Meeting - Council Summer Recess	Mon.	07/20	
No Meeting - Council Summer Recess	Wed.	07/22	
No Meeting - Council Summer Recess	Mon.	07/27	
No Meeting - Council Summer Recess	Wed.	07/29	
Work Session – TBD	Mon.	08/03	7:30 pm
Work Session – TBD	Wed.	08/05	7:30 pm
Regular Meeting	Mon.	08/10	7:30 pm
Work Session – TBD	Wed.	08/12	7:30 pm
No Meeting - Council Summer Recess	Mon.	08/17	
No Meeting - Council Summer Recess	Wed.	08/19	
No Meeting - Council Summer Recess	Mon.	08/24	
No Meeting - Council Summer Recess	Wed.	08/26	
Work Session – TBD	Mon.	08/31	7:30 pm
Work Session – TBD	Wed.	09/02	7:30 pm
No Meeting – Labor Day	Mon.	09/07	

Work Session – TBD	Wed.	09/09	7:30 pm
Regular Meeting	Mon.	09/14	7:30 pm
Work Session – TBD	Wed.	09/16	7:30 pm
Work Session – TBD	Mon.	09/21	7:30 pm
Work Session - TBD	Wed.	09/23	7:30 pm
Regular Meeting	Mon.	09/28	7:30 pm
Work Session – TBD	Wed.	09/30	7:30 pm

This schedule is subject to change. For confirmation, call 301-474-8000. Regular and Special meetings and Work Sessions are open to the public. If special accommodations are required for any disabled person, please call 301-474-8000 or 301-474-3870 no later than 10 a.m. on the meeting day. Deaf individuals are advised to use Video Relay Services (VRS) at 711 or e-mail banderson@greenbeltmd.gov to reach the City Clerk. Unless otherwise noted, meetings will be held in the Council Chambers in the Municipal Building (MB) at 25 Crescent Road and virtually by Zoom. Zoom meeting information for public participation is posted on the City's website at www.greenbeltmd.gov on the meeting calendar.

Bonita Anderson, City Clerk

Ready to be scheduled:

Wala Blegay, County Council At-Large
 Member & County Executive Aisha
 Braveboy
 Greenbelt Road Corridor
 BARC
 Greenbelt National Park
 WMATA (Real Estate) - combine w/VIA
 Transportation
 City Manager Update – July 15 (Spotlight:
 Planning & Community Development)

For later scheduling:

Arts & Entertainment District
 Bernard Penney (*Memorial Donation in
 honor of Leonie Penney*)
 Cemetery Plans
 City Manager Updates (Jan, Pre-budget;
 July & Sept/Oct)
 EV Chargers Five-Year Plan
 Fleet Vehicles Ten-Year Plan
 GHI/Prince George's County (Stormwater
 issues)
 MARC Train Service/ MDOT
 Museum Plan
 Northway Fields Master Plan
 Parkway Apartment Owners/GHI (*parking*)
 Potential Bond Referendum/Capital
 Financing
 Quantum Properties (Beltway Plaza)
 Zoning Enforcement

Annual													Follow-Up Letter Sent
Advisory Group Chairs	7/22	7/23	8/24	6/25									
Franklin Park at Greenbelt Station Mgmt.	12/21	12/22	2/24										3/21/24
Greenbelt Center HOAs	3/23	5/24											
Greenbelt East HOAs and COAs/Greenbelt East Advisory Coalition	4/22	6/23											
Greenbelt Homes, Inc.	8/22	8/23	9/24	10/25									
Greenbelt Station HOA/Verde Apts.	8/22	8/23											
Motiva													
School Board Member	9/21	2/23	8/23	9/24									
State Highway Administration	11/20	11/22	12/23	4/25									4/25/25
Biennial													
Beltsville Ag. Research Center	8/18	11/22	11/23										
Beltway Plaza	9/22	9/24											
NASA/GSFC	3/22	4/23											
Greenbelt Business Alliance	10/22												
Greenbelt Park NPS	1/22	3/23											
Greenway Shopping Center	12/20	2/23											
Religious/Spiritual Organizations	6/22	2/24											
Twice a Year													
County Council Person and At Large Members	5/23	3/24											3/19/24
Meetings as Needed													
Apartments	4/21												
Comcast/Verizon	3/21												
Greenbelt Office Parks													
Greenbelt Watershed Groups	10/19												
Hotels	8/23												
PEPCO	2/22	9/23											
WSSC	2/22	6/23	10/23	5/24									
Washington Gas	8/23												
Prince George's Economic Development Corp.	11/21												
Prince George's Planning Board	10/19												
Roosevelt Center Owner	8/20												
University of Maryland	4/15												
WMATA/PGDPW&T (Semi-Annual)	5/22												
Newly Elected/Appointed Officials (Presentation of a Council Regular Meeting)													
County Executive													
School Board CEO	1/24	2/25											1/17/24
State's Attorney	1/23												

MEMORANDUM

April 28, 2026

TO: City Council, City of Greenbelt
 Josue' Salmeron, City Manager
FR: Board of Elections *B A*
RE: Council Ranked-Choice Voting and Other Matters
 Request for 2027 Municipal Elections

The Board of Elections wishes to thank the City Council for its recent request, received on 14 April, regarding the City election scheduled for November 2027. Your request concerns Ranked-Choice, or “RCV,” voting and several other questions.

The Board plans to address RCV in the next several months, and hopes to have draft legislation, amendments to the City Code and City Charter, ready for Council review by July 31st.

We will then address the other questions Council has posed, including whether ballots should be mailed to all registered voters and campaign financing requirements.

We would note, for Council’s information, that addressing these questions will require significant Administration staff time. On-going Charter Review activities will also require additional time for both staff and Board members this year.

Thank you again for your request.

BoE6109CouncilRCVMemo1

Greenbelt Arts Advisory Board Report 26-3

To: Greenbelt City Council
Date: April 7, 2026
Subject: Greenbelt Recognition Group Recommendations

1. The Arts Advisory Board met with Peter Teuben and Jan Morales of the Greenbelt Photography Group on March 3, 2026. The board voted on April 7, 2026 to recommend to City Council that the Greenbelt Photography Group be granted Recognition Group status.
2. The Arts Advisory Board met with Alan Parker of the New Deal Cafe on March 3, 2026. The board voted on April 7, 2026 to recommend to City Council that the New Deal Cafe be granted Recognition Group status.

Excerpt from Arts Advisory Board meeting minutes:

“Recognition Groups. We discussed recognition group applications for Greenbelt Photography and New Deal Cafe. Recognition groups are given access to meeting space and may request funding in the future.

VOTE: The AAB recommends that City Council approve Greenbelt Photography as a recognition group. The motion was seconded and approved unanimously.

VOTE: The AAB recommends that City Council approve New Deal Café as a recognition group. The motion was seconded and approved unanimously.

Respectfully submitted,
Amanda Larsen, Staff Liaison, for
Tom LeaMond, Chair, Arts Advisory Board

PROCLAMATION

WHEREAS, since 2006, each President of the United States has issued a proclamation designating May as Jewish American Heritage Month, honoring the more than 350 years of Jewish American history and celebrating the contributions and achievements of Jewish Americans to the life and culture of this nation; and

WHEREAS, the month of May was chosen to commemorate the highly successful celebration of the 350th Anniversary of American Jewish History, held in May 2004; and

WHEREAS, Jewish Americans have long championed religious freedom, civil rights, and the rule of law helping to define the foundational principles upon which this nation was built; and

WHEREAS, Jewish Americans continue to enrich every dimension of American life as educators, entrepreneurs, athletes, artists, scientists, entertainers, public servants, and community leaders; and

WHEREAS, the City of Greenbelt is proud to be home to Jewish American residents, neighbors, and community members whose contributions strengthen the fabric of our city and reflect our shared values of inclusion, dignity, and mutual respect;

NOW, THEREFORE, BE IT PROCLAIMED, that I, Emmett V. Jordan, by the authority vested in me by the residents and City Council of Greenbelt, do hereby proclaim May

JEWISH AMERICAN HERITAGE MONTH

in the City of Greenbelt, and I encourage all residents to learn about and celebrate Jewish American history and culture by exploring the programs and collections of institutions such as the Greenbelt Museum, the Library of Congress, the United States Holocaust Memorial Museum, the National Archives, the National Museum of American Jewish History, and the National Gallery of Art.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Greenbelt, Maryland, to be affixed this 11th day of May 2026.

Emmett V. Jordan
Mayor

PROCLAMATION

***WHEREAS**, since 1983, each President of the United States has proclaimed May as National Physical Fitness and Sports Month, encouraging Americans to meet the recommended 150 minutes of moderate-intensity aerobic activity per week and to embrace active, healthy lifestyles; and*

***WHEREAS**, regular physical activity prevents chronic disease, improves cardiovascular and mental health, reduces anxiety, and strengthens quality of life for residents of all ages; and*

***WHEREAS**, the City of Greenbelt proudly provides parks, trails, sidewalks, and bikeways that encourage healthy habits, reduce barriers to movement, and foster connection among neighbors; and*

***WHEREAS**, Bike to Work Day on Friday, May 15, 2026, and Kids to Park Day on Saturday, May 16, 2026, reflect our community's commitment to active transportation, outdoor recreation, and family wellness with Greenbelt serving as a regional Pit Stop at the Greenbelt Aquatic & Fitness Center among more than 100 locations across the Washington metro area; and*

***WHEREAS**, these observances honor the work of parks and recreation professionals, public health advocates, educators, employers, and civic partners who expand access to safe, inclusive physical activity for all;*

***NOW, THEREFORE, BE IT PROCLAIMED**, that I, Emmett V. Jordan, by the authority vested in me by the residents and City Council of Greenbelt, do hereby proclaim May*

NATIONAL PHYSICAL FITNESS AND SPORTS MONTH

in the City of Greenbelt, and I encourage all residents to walk, run, cycle, play, and use #MoveInMay to share their journeys and inspire their neighbors.

***IN WITNESS WHEREOF**, I have hereunto set my hand and caused the Seal of the City of Greenbelt, Maryland, to be affixed this 11th day of May 2026.*

*Emmett V. Jordan
Mayor*



City Information & Events

The strength of Greenbelt is diverse people living together in a spirit of cooperation. We celebrate all people. By sharing together all are enriched. We strive to be a respectful, welcoming community that is open, accessible, safe and fair.

GREENBELT CITY CALENDAR

Be sure to check out the City calendar for all up to date events at www.greenbeltmd.gov/calendar.



FY2027 Budget Work Sessions at a Glance

OVERVIEW FROM APRIL 22 BUDGET WORK SESSION

Greenbelt City Council held a work session focused on the proposed FY2027 Recreation Department budget, with Director Greg Varda and staff presenting a \$9 million budget that includes funding for a 2% COLA for non-classified staff and expanded arts offerings in Greenbelt West.

Recreation reported serving 62% Greenbelt residents and 38% non-residents in summer camps, with consistent program growth across all areas despite space and time constraints.

Key discussions

- Revenue challenges
- Facility accessibility improvements including ADA compliance at the pool and community center
- Plans for museum renovations following confirmed state funding

City Council also addressed parking issues at recreation facilities, particularly at Buddy Attic Park where demand exceeds capacity, and discussed potential solutions including additional lighting for tennis and volleyball courts.

FY2027 Budget Work Session Schedule

The Greenbelt City Council will hold a series of work sessions throughout April and May to review and discuss the FY2027 Proposed Budget with City staff. Community members are encouraged to tune in or attend to learn more about upcoming plans and priorities for our city.

Join us in person at 25 Crescent Road, or virtually via YouTube, the Greenbelt website at www.greenbeltmd.gov/municipalTV livestream, Zoom, or on Verizon and Comcast cable channels.

View the full schedule of upcoming work session dates below:

- (May 4) Budget Work Session - Green Ridge House
- (May 6) Budget Work Session - Recognition Groups (Group 1)
- (May 11) 2nd Public Hearing
- (May 13) Budget Work Session - Recognition Groups (Group 2)
- (May 18) Budget Work Session - Final Budget Review
- (May 26) Budget Adoption

* VOLUNTEER * VACANCIES * APPLY FOR A COMMITTEE OR BOARD TODAY!

Volunteering for City of Greenbelt Committees & Boards is an excellent opportunity to engage with your community and make a difference. Choose from a number of committees & boards such as the Advisory Committee on Education, Advisory Committee on Trees, Arts Advisory Board, Board of Appeals, Community Relations Advisory Board, Ethics Commission, Forest Preserve Advisory Board, Greenbelt Advisory Committee on Environmental Sustainability, Park and Recreation Advisory Board, or Youth Advisory Committee and make a difference in Greenbelt!

Take the first step towards making a positive impact and apply for one of these committee vacancies today!

Call (301) 474-8000.

MEETINGS FOR MAY 4 - 8

Monday, May 4 at 7 pm, **BUDGET WORK SESSION - GREEN RIDGE HOUSE - 22 Ridge Road, Green Ridge House**

Monday, May 4, immediately following the Budget Work Session, **SPECIAL MEETING/CLOSED SESSION - PERSONNEL MATTERS**

Tuesday, May 5 at 7 pm, **ADVISORY COMMITTEE ADVANCING PUBLIC SAFETY - Virtual, On the Agenda: Planning for May's Teen Talk focus group as part of Invest in Our Youth Initiative, Review of Police Dept's submitted updated General Order**

Tuesday, May 5 at 7 pm, **REPARATIONS COMMISSION - Virtual, On the Agenda: Recommendations, Report Writing, Announcements**

Wednesday, May 6 at 7 pm, **BUDGET WORK SESSION - RECOGNITION GROUPS (GROUP 1) - Council Chambers**

Thursday, May 7 at 7 pm, **CHARTER REVIEW TASK FORCE - Council Chambers, On the Agenda: TBD**

In advance, the hearing impaired are advised to use MD RELAY at 711 to submit your questions/comments or contact the City Clerk at (301) 474-8000 or email banderson@greenbeltmd.gov. This schedule is subject to change. For confirmation that a meeting is being held call (301) 474-8000. For information on public participation for the meetings above, visit the meetings calendar at www.greenbeltmd.gov/calendar.

OFFICIAL NOTICE

In accordance with Section 3-305(b)(1) and (8) of the General Provisions Article of the Annotated Code of the Public General Laws of Maryland, a closed session of the Greenbelt City Council will be held on Monday, May 4, 2026, immediately following the Council Budget Work Session Green Ridge House, in the Municipal Building Library: 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; any other personnel matter that affects one or more specific individuals; and 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

The purpose of this meeting is 1) to address personnel matters over which this public body has jurisdiction.

2) to consult with staff, consultants, or other individuals about pending or potential litigation.

* The public may attend the Budget Work Session prior to the closed session and observe the vote of the Council to move into the closed session on Monday, May 4, 2026.

- Bonita Anderson, City Clerk

2ND ANNUAL TOUCH-A-TRUCK

Saturday, May 2 from 11 am - 2 pm

Beltway Plaza, 6000 Greenbelt Rd, Parking lot behind AMC

Join us on Saturday, May 2 from 11 am to 2 pm for Greenbelt's 2nd Annual Touch-A-Truck at Beltway Plaza! Bring the whole family for a hands-on day of big trucks, games, activities, and plenty of fun. Climb aboard real vehicles, enjoy music, food, and a lively atmosphere, plus prizes and giveaways throughout the event. This free, all-ages event takes place in the parking lot behind AMC at 6000 Greenbelt Road.

WSSC COMMUNITY UPDATE MEETING

Tuesday, May 12 at 6:30 pm

Greenbelt Community Center, 15 Crescent Road, Room 202

Join us for an important in-person community update and Q&A session on the Greenbelt Standpipe Rehabilitation Project. To request accommodations, contact Joy Hamilton at 240-814-8511 or email Joy.Hamilton@wsscwater.com.

While the contractor will continue working on site this week, the more audible blasting work (using the Faster Blaster equipment) is now expected to begin on or about Monday, May 4.

FREE HEALTH SCREENINGS

May 5 from 10am - 1 pm

Greenbelt Community Center, Ground Floor East

Once Upon A Greenbelt!

This event is for Greenbelt Residents only.

Free vision and hearing screenings for parents and children in elementary and middle school.



Tuesday, May 5 from 10 am - 1 pm

Springhill Lake Recreation Center, 6101 Cherrywood Lane

This free health screening is for adults 18+. No insurance or ID required. Available screenings: Blood pressure, A1C testing, Glucose testing, and/or Cholesterol screening



Register at <https://forms.gle/v5jqbqbbAuL88YcS9>.

Contact: Canela Bascolo at (240) 542-8810

or cbascolo@greenbeltmd.gov

UPCOMING FREE PROGRAMS

The City of Greenbelt is happy to provide the following programs FREE of charge. For more information, visit www.greenbeltmd.gov/calendar.

- STRONGER EVERY YEAR - A HEALTHY AGING AND PREVENTION FAIR** Thursday, May 28, 1-4 pm. Featuring Reflexology, Memory Screenings, Journaling, and more.
- MEMORY CAFE** May 6 and May 20 at 1: 30 pm - *Greenbelt Community Center, Ground Floor East.*
- ESSENTIAL NARCAN TRAINING** May 6 at 1 pm - *Greenbelt Community Center:* You will receive a free Narcan kit and certification upon completion.
- BIKE TO WORK DAY** Friday, May 15, 6:30 - 8:30 am, *Greenbelt Aquatic & Fitness Center parking lot*

A majority (or quorum) of Greenbelt City Council members may attend community organization meetings, but no official Council action will be taken at these meetings. Please note that meeting locations may change after being published. For information on how to join these meetings, contact the respective organization directly.

ARTS HAPPENINGS

Visit www.greenbeltmd.gov/arts for more information and many other opportunities!

Sign up for ARTFANS, a weekly e-newsletter, at www.greenbeltmd.gov/list.aspx

Art Studio Open House & Sale! Sunday, May 3; 1-4pm (Greenbelt Community Center) Tour the studios of the Artists in Residence

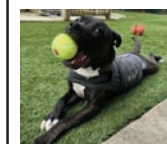
- Shop for fine art and elevated functional wares
- Interactive demonstrations with Greenbelt Recreation teaching artists
- More hands-on arts for all ages. Sign up at [sugeni.us/enFb](https://www.facebook.com/greenbeltarts) for free papercraft workshops. Plus, weather-permitting: spray art wall; plein air painting (BYO supplies).
- Mehndi artist: temporary body art (starting at \$10)
- Art book swap: bring and browse fine art & instructional books

MORE ARTS HAPPENING SOON

Registration required for these activities, see www.greenbeltmd.gov/activityguide for details.

- Without A Pattern: A Weekend of Sewing Dangerously** 5/16-17; 9:30am-5:30pm (Greenbelt Community Center) page 21.
- Pet Portrait Painting** 5/17-5/24; 1-3pm (Greenbelt Community Center) page 25.
- Fused Glass Wall Hanging** 5/25; 11am-1pm (Greenbelt Community Center) page 24.

FEATURED PETS



Blu

Ready for Adoption?

Call (301) 474-6124

7-month-old Blu was recently surrendered to the shelter when his owner could no longer care for him. While Blu initially had some nerves adjusting to the shelter, he has become a sweet love bug full of puppy kisses and zoomies. When he's not smothering you in affection, Blu loves to play with tennis balls and go on walks. He does great on the leash and is non-reactive - he just wants to say hi to everyone he sees (plus, his former owner said he really loves other dogs).

If you're interested in adopting bright-eyed Blu, please reach out to us at animalservices@greenbeltmd.gov or call us at (301) 474-6124.

OFFICIAL NOTICE - PUBLIC HEARING

The Greenbelt City Council has scheduled a public hearing to be held during the Regular Meeting of Council **Monday, May 11, 2026 at 7:30 pm**

CONCERNING THE PROPOSED BUDGETS FOR FISCAL YEAR 2026-2027 FOR THE GENERAL FUND AND EACH OF THE OTHER FUNDS OF THE CITY.

GENERAL FUND BUDGET FY 2026-2027

REVENUES

Taxes	\$32,939,829
Licenses & Permits	1,267,500
Intergovernmental	1,468,800
Charges for Services	2,428,900
Fines & Forfeitures	1,214,520
Interest	300,000
Miscellaneous Revenues	296,900
Interfund Transfers	1,831,700
TOTAL REVENUES	\$41,748,149

EXPENDITURES

General Government	\$5,484,494
Planning and Community Development	1,429,251
Public Safety	14,363,507
Public Works	5,527,242
Greenbelt CARES	1,726,046
Recreation and Parks	8,955,738
Miscellaneous	373,640
Non-Departmental	1,440,400
Fund Transfers	2,440,928
TOTAL EXPENDITURES	\$41,741,246

PROPOSED EXPENDITURE BUDGETS FOR OTHER FUNDS

Cemetery Fund	\$0
Debt Service Fund	801,100
Replacement Fund	607,999
Special Projects Fund	575,300
Enterprise Fund - Green Ridge House	1,839,200
TOTAL OTHER FUNDS	\$3,823,599

CAPITAL IMPROVEMENT FUNDS

Capital Projects Fund	\$5,331,800
Building Capital Reserve Fund	\$3,178,445
Greenbelt West Infrastructure Fund	4,275,000
Community Development Block Grant Fund	231,022
TOTAL CAPITAL FUNDS	\$13,016,267

The Public Hearing will be held in person at the Municipal Building and virtual via Zoom. Public attendance and participation are encouraged. All citizens of Greenbelt will have a reasonable opportunity to provide written and oral comments and to ask questions concerning the entire proposed budget. If special accommodations are required to make this meeting accessible to any disabled person, please call 301-474-8000 or e-mail the City Clerk at banderson@greenbeltmd.gov no later than 10 a.m. on the meeting day. Copies of the proposed budget may be examined at the City Offices, 25 Crescent Rd., during normal operating hours. The proposed budget is also posted on the City Web site at <http://www.greenbeltmd.gov>. For more information, please call 301-474-8000.

- Bonita Anderson, City Clerk

Date 05/04/2026

Begin in open session

Note time Open Special Meeting Began 8:11

Members of Public in Attendance: In-person: Michael Hartman, Bill Orleans, one other

Note any informational items discussed: n/a – following work session

TO MOVE INTO CLOSED SESSION

I move that Council go into Closed Session in accordance with Section 3-305(b)(1) and (8) of the General Provisions Article of the Annotated Code of the Public General Laws of Maryland, 1) to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; any other personnel matter that affects one or more specific individuals; and 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

The purpose of this meeting is to discuss 1) personnel matters over which this public body has jurisdiction 2) to consult with staff, consultants, or other individuals about pending or potential litigation.

Note that Council **WILL NOT RETURN TO OPEN SESSION** following this closed session.

Need second, roll call vote. (On Closed Session Form)

**WRITTEN STATEMENT FOR CLOSING A MEETING
OF THE GREENBELT CITY COUNCIL**

Date: 5/04/2026 Time: 8:13 Location: Council Chambers

Motion to close meeting made by: Weaver Seconded by: Knesel

Members voting to close meeting:

	Yes	No	Abstain	Absent
Councilmember Fritz	X			
Councilmember Knesel	X			
Councilmember McKinney	X			
Councilmember Pompi	X			
Councilmember Pope	X			
Mayor Pro Tem Weaver	X			
Mayor Jordan	x			

**STATUTORY AUTHORITY TO CLOSE SESSION (check all that apply):
This meeting will be closed under General Provisions Article, §3-305(b) only:**

- (1) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals;
- (2) To protect the privacy or reputation of individuals concerning a matter not related to public business;
- (3) To consider the acquisition of real property for a public purpose and matters directly related thereto;
- (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State;
- (5) To consider the investment of public funds;
- (6) To consider the marketing of public securities;
- (7) To consult with counsel to obtain legal advice on a legal matter;
- (8) To consult with staff, consultants, or other individuals about pending or potential litigation;
- (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations;

- (10) [] To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including:
 - (i) the deployment of fire and police services and staff; and
 - (ii) the development and implementation of emergency plans;
- (11) [] To prepare, administer, or grade a scholastic, licensing, or qualifying examination;
- (12) [] To conduct or discuss an investigative proceeding on actual or possible criminal conduct;
- (13) [] To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter;
- (14) [] 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.

FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

§3-305(b) (1) personnel matters over which this public body has jurisdiction and related to specific individuals

§3-305(b) (8) receive updates about pending or potential litigation

§3-305(b) () _____

This statement is made by _____
Emmett V. Jordan (Signature of Presiding Officer)

WORKSHEET FOR USE IN CLOSED SESSION (CHECKLIST OF DISCLOSURES TO BE MADE IN MINUTES OF NEXT REGULAR MEETING-NOT A PART OF THE CLOSING STATEMENT)

OFFICIALS ATTENDING CLOSED SESSION: FRITZ; JORDAN; KNESEL;
 MCKINNEY; POMPI; POPE; WEAVER

STAFF/OTHERS PRESENT:

Josué Salmerón, City Manager (8:13-9:06; 9:21-); Tim George, Assistant City Manager (8:13-9:06; 9:21)

TOPICS DISCUSSED:

Updates on recent and pending personnel changes; update on a pending legal matter; consultant contract renewals; schedule for City Manager's contract renewal

ACTION(S) TAKEN (IF ANY) AND RECORDED VOTES: Council affirmed the City Manager's personnel decision in a specific case (7-0)

TIME CLOSED SESSION ADJOURNED: 10:01

PLACE OF CLOSED SESSION: Council Chambers

PURPOSE OF CLOSED SESSION: DISCUSSION OF PERSONNEL MATTERS, LEGAL MATTERS, AND CONTRACT RENEWALS

STATUTORY AUTHORITY FOR THE CLOSED SESSION: §3-305(b) (1) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals; (8) To consult with staff, consultants, or other individuals about pending or potential litigation;

MEMBERS WHO VOTED TO CLOSE: FRITZ; JORDAN; KNESEL; MCKINNEY; POMPI; POPE; WEAVER

SIGNATURE OF PRESIDING OFFICER: _____

Form Revised: 02/11/2026

CITY OF GREENBELT, MARYLAND

OFFICE OF THE CITY MANAGER

25 CRESCENT ROAD, GREENBELT, MD. 20770



TO: City Council

From: Josué Salmerón, City Manager
Tim George, Assistant City Manager

CC: Cary Eure, Grants Coordinator

Date: April 27, 2026

RE: FY2026 Matching Grant Fund Recommendation

The City has been very good at seeking and being awarded grants over the years, and as the regular City revenues and expenses continue to be a challenge, City staff have to lean in and seek additional grant funding to help close the gap. While receiving this extra revenue is a good thing, it puts a burden on our General Fund budget. This occurs in two ways, 1) many grants require a matching amount for the grant awarded, and 2) needing current funds to “front” the money as most grants received are reimbursable in nature.

Matching Funds. With the exception of most Maryland State Bond Bills and federal earmarks, nearly all the grants the City seeks and receives require matching amount. These match requirements can be as low as 10% (e.g. POS funding), or as high as 50% (ATHA cemetery grant). While many of the grants we seek are annual grants and can be planned for, at least half are new grants and the match is unbudgeted. For all grants awarded, currently the operating budget is the only source for matching funds.

Reimbursement Monies. The other issue is that most grants we receive are reimbursable and thus the City needs to “front” the money. This creates the issue of where do we find the money in the current budget to cover the program/project costs. We can always pull the funds from the Reserve, but that is not always desirable.

A dedicated Matching Grant Fund (MGF) would be a vehicle to solve both issues. As a dedicated and restricted fund, it would be outside the General Fund and thus would not put additional stress on our General Fund budget. We would not have to predict the amount of matching funds needed in a given year and burden the FY budget, especially since we don't know what grants will be awarded. Likewise, this fund could be used as a “revolving loan fund” of sorts to cover the project/program costs until the reimbursement arrives. Project costs would be drawn from the MGF and the reimbursements would then go back into the MGF to

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replenish the fund.

The current policy requires that the Rainy-Day Fund be maintained at a level not less than fifteen percent (15%) of General Fund expenditures and the Budget Stabilization Fund (“BSF”) be maintained at a level not less than three percent (3%) and a target of five percent (5%) of General Fund expenditures. Direct funding for the Capital Reserve Fund (“CRF”) shall come from 50% of any annual operating surpluses in the City’s General Fund, as long as the City’s 15% policy for the Rainy-day Fund and 5% target for the BSF have been met. Currently, 50% of any remaining surplus goes into the CRF Fund.

The recommendation of staff is to create the MGF as a financial policy alongside the Davenport policy whereby any remaining Fiscal Year surpluses are allocated to the new MGF fund after existing savings requirements are met. The policy would maintain the balance of the MGF at a level of no less than \$500,000 at the beginning of the fiscal year and a maximum of \$750,000. (If the fund drops below \$500K during the year no additional funding would be added mid-FY). Once the MGF reaches the maximum amount, future surplus deposits will go to the Reserve. If the MGF drops below \$500K and there is no surplus that year, necessary funds would be transferred from the Undesignated Reserve, or from operating revenues if sufficient revenues exist.

Staff recommends creating a new fund in Capital Funds, the Matching Grant Fund, for the purpose of funding matching grants and for pre-payment on reimbursable grants. The new fund would be funded with surplus revenues from each fiscal year, after the Rainy Day Fund, Budget Stabilization Fund and Capital Reserve Fund requirements are met.

Introduced: Councilmember Pompei
1st Reading: April 27, 2026
Passed:
Posted:
Effective:

RESOLUTION NUMBER 2133

A RESOLUTION CREATING A GRANT MATCHING FUND FOR THE PURPOSE OF
PROVIDING FUNDING FOR CITY GRANTS

WHEREAS, the City actively seeks grants annually for the purpose of supporting capital projects and other initiatives, and over the last few years has increased the amount of grant funding awarded; and

WHEREAS, many of the grants that the City is awarded require matching funds ranging from 10% to 50% of the grant award, and the grants seek confirmation of matching fund availability at the time of grant application submission; and

WHEREAS, the majority of the grants the City receives are reimbursable and require City funds to prepay the expense and seek reimbursement when all work is complete, and those funds are not typically budgeted due to the uncertainty of grants being awarded; and

WHEREAS, because many of the grants are not known at the time of the budget preparation, and staff does not want to commit funds for grants not yet awarded, matching and reimbursement funding must be drawn from the General Fund budget; and

WHEREAS, the City of Greenbelt recognizes the importance of both securing these funds and providing transparency in the use of City funds.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Greenbelt, Maryland, that the following procedures will govern the creation and operation of the Matching Grant Fund.

- 1) A new fund shall be established called the Matching Grant Fund for the purpose of funding grant matches and reimbursements and shall be restricted for this purpose;
- 2) The Matching Grant Fund (MGF) shall be included in, and amended to, the Davenport Financial Management policies passed in 2021;
- 3) The primary funding source for the MGF shall be surplus funds at the end of each fiscal year after the requirements of the Davenport financial policies have been met, with 50% of the remaining funds transferred into the MGF;

- 4) The annual starting balance of the MGF beginning on Aug 1 should be \$500,000 with a maximum balance of \$750,000. If adequate funds are not available from the previously fiscal year surplus, Undesignated Reserve Funds should be used, as available;
- 5) If the MGF balance drops below \$500,000, it will not be restored to the baseline amount until the close of the fiscal year, according to the terms in #4 above.

Emmett V. Jordan, Mayor

ATTEST:

Bonita Anderson, City Clerk

Introduced by:
1st Reading:
Passed:
Posted:
Effective:

CHARTER AMENDMENT RESOLUTION NUMBER 2026-0X

A Charter Amendment Resolution of the Council of the City of Greenbelt to Amend §3-22 “Powers” of the City Charter to Authorize the City of Greenbelt to Engage in Collective Bargaining with Certain Eligible, Non-Exempt, Non-Managerial, and Non-Confidential City Employees as Provided in Article VIII of Chapter 13 of the City Code.

Charter Amendment Resolution of the Council of the City of Greenbelt, Maryland adopted pursuant to the authority of Article XI-E of the Constitution of Maryland and §4-301 *et-seq.*, Local Government Article, Annotated Code of Maryland as amended.

WHEREAS, §3-22 of the City Charter enumerates the powers of the City Council; and

WHEREAS, the Council finds that establishing collective bargaining rights for non-exempt, non-managerial, and non-confidential City employees promotes fair labor practices, efficient municipal operations, and improved service delivery; and

WHEREAS, the Council has amended Chapter 13 of the City Code to include Article VIII, “Labor Code,” which sets forth procedures for representation, negotiation, and dispute resolution; and

WHEREAS, the Council desires to amend §3-22 to expressly authorize collective bargaining non-exempt, non-managerial, and non-confidential City employees;

Section 1. NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Greenbelt, Maryland, that §3(22) “Powers” be repealed, re-enacted, and amended as follows:

Sec. 3. General powers.

22. To recognize and engage in collective bargaining with one or more designated bargaining representatives of non-managerial, sworn police officers of the City of Greenbelt, Maryland, Police Department; [and] designated representatives of non-managerial Department of Public Works employees; [,] AND NON-EXEMPT, NON-MANAGERIAL, AND NON-CONFIDENTIAL CITY EMPLOYEES [non-professional employees of all other City Departments]; to enter into a binding collective bargaining agreement with said representatives; and to enact by ordinance or amendment a system of rules and regulations to govern this process. The City Council shall approve all collective bargaining agreements entered into by the city with a collective bargaining representative prior to their becoming effective. In the event the parties negotiating a collective bargaining agreement are unable to reach agreement on one or more terms of a collective

Resolution No. XXXX

Page 1 of 3

bargaining agreement, the City Council shall have the authority to set those terms and conditions of employment that remain in dispute upon a majority vote.

Section 2. BE IT FURTHER RESOLVED by the Council of the City of Greenbelt that this charter resolution was introduced on the ____ day of _____ 2026, and was considered for adoption after a public hearing. It is adopted this ____, day of _____, 2026, after at least 21 days of prior public notice and shall become effective upon the fiftieth (50th) day after its passage by the city unless petition to referendum in accordance with § 4-304 of the Local Government Article, Annotated Code of Maryland within forty (40) days following its adoption. A complete and exact copy of this charter resolution shall be posted in the City offices located at 25 Crescent Road, Greenbelt, Maryland 20770 for forty (40) days following its adoption by the Council and a fair summary of the charter resolution shall be published in the newspaper having general circulation in the city not less than four (4) times at weekly intervals, also within the forty (40) day period following its adoption by the City.

Section 3. BE IT FURTHER RESOLVED that within 10 days after the charter resolution hereby enacted becomes effective, either as herein provided or following referendum, the city manager for the City of Greenbelt shall send separately, by mail, bearing a postmark from the United States postal service, to the Department of Legislative Services, one copy of the following information concerning the charter resolution: (i) The complete text of this resolution; (ii) the date of referendum election, if any, held with respect thereto; (iii) the number of votes cast for and against this resolution by the Council of the City of Greenbelt or in the referendum; and (iv) the effective date of the charter resolution.

Section 4. BE IT FURTHER RESOLVED that the city manager of the City of Greenbelt be, and hereby is, specifically enjoined and instructed to carry out the provisions of Sections 2 and 3 as evidence of compliance herewith; and said city manager shall cause to be affixed to the minutes of this meeting (i) an appropriate certificate of publication of the newspaper in which the fair summary of the charter resolution shall have been published; and (ii) shall further cause to be completed and executed the municipal charter resolution registration form.

Section 5. BE IT FURTHER RESOLVED that if any provision of this charter resolution or the application thereof to any person or circumstance is held invalid for any reason, such invalidity shall not affect the other provisions or any other application of this charter resolution which can be given effect without the invalid provisions or application, and to this end, all the provisions of this resolution and of the charter are hereby declared to be severable.

INTRODUCED, by the Council of the City of Greenbelt, at a regular meeting on the ____ day of _____ 2026.

ADOPTED, by the Council of the City of Greenbelt at a regular meeting on the ____ day of _____ 2026.

EFFECTIVE, the ____ day of _____, 2026.

By: _____
Emmett V. Jordan, Mayor

ATTEST:

Bonita Anderson, City Clerk

KEY:

[Brackets] indicate matter deleted from existing law.
ALL CAPS indicate matter added to existing law.

DRAFT

GREENBELT CITY COUNCIL

2025–2027 Strategic Planning Framework

INTRODUCTION

Greenbelt has long been guided by thoughtful planning, cooperative values, environmental stewardship, and active civic engagement. This Strategic Planning Framework reflects our commitment to preserving what makes Greenbelt unique while preparing responsibly for the future.

The framework establishes seven priority pillars that guide City policy, capital planning, and annual budget decisions. It ensures that investments align with community values, fiscal responsibility, and long-term sustainability.

This document serves as a decision-making tool. The City Manager will align operating and capital budget proposals with these pillars, and major initiatives will be evaluated for measurable impact, long-term financial sustainability, and community benefit. It also guides how the City partners and advocates for issues beyond municipal authority, including public safety deployment, transportation, environmental protection, school facility coordination, and regional planning alignment.

By aligning policy and budget decisions with these priorities, we reaffirm our responsibility to steward public resources wisely, strengthen neighborhood connections, protect natural and historic assets, and ensure Greenbelt remains a safe, sustainable, and welcoming community for generations to come.

GUIDING PRINCIPLES

The following guiding principles shape how decisions are made across all policy areas and budget priorities. While the seven pillars define *what* the City seeks to accomplish, these principles establish *how* decisions will be evaluated and implemented. They serve as guardrails to ensure consistency, accountability, and alignment with Greenbelt’s values.

Fiscal Stewardship & Long-Term Sustainability

Ensure policies, programs, and capital investments are financially responsible, transparently prioritized, and aligned with multi-year forecasting and measurable outcomes.

Equity, Access & Community Belonging

Advance fair access to services, opportunities, and public investment across neighborhoods while fostering a community in which all residents feel valued, represented, and connected.

Environmental Responsibility & Resilience

Protect natural systems, strengthen stormwater and watershed management, and prepare for climate impacts through proactive and sustainable investment.

Connectivity & Community Cohesion

Strengthen safe, multi-modal transportation and neighborhood connections that enhance access to jobs, schools, parks, and civic life.

Regional Partnership & Advocacy

Collaborate with county, state, federal, and regional partners to influence policies and investments that affect Greenbelt beyond municipal authority.

Transparency, Accountability & Organizational Excellence

Align governance practices, performance reporting, and budget decisions with clear strategic goals and open public engagement.

STRATEGIC PRIORITIES

The following seven pillars represent the City Council’s primary areas of focus for the 2025–2027 planning cycle. Together, they organize the City’s policy direction, capital investments, and operational priorities. Each pillar defines a core outcome area that guides budget development, resource allocation, and performance measurement, ensuring that annual decisions advance long-term community goals.

PILLAR 1: Safe, Healthy & Thriving Communities

Goal: Promote public safety, emergency readiness, and community well-being for residents of all ages.

Priority Areas

Public Safety & Emergency Response

- Maintain effective police services
- Modernize safety infrastructure and fleet responsibly
- Advocate in partnership with Prince George’s County for the return and sustained presence of career firefighters in Greenbelt
- Strengthen coordination with County Fire/EMS to ensure adequate coverage and response times
- Increase community resiliency by providing CPR, AED, Narcan, and other emergency readiness trainings

Safe Neighborhoods & School-Area Safety

- Implement traffic calming and pedestrian/bicycle safety improvements
- Strengthen school-zone safety measures
- Advocate with Prince George’s County and SHA for safe routes to schools

Recreation, Health & Intergenerational Well-Being

- Expand inclusive recreation and arts programming
- Strengthen senior engagement and age-friendly initiatives
- Support prevention-oriented approaches that reduce avoidable crisis response

PILLAR 2: Youth, Workforce & Economic Opportunity

Goal: Expand pathways to opportunity while strengthening Greenbelt’s economic resilience.

Priority Areas

- Partner with PGCPs, nonprofits, and employers to support youth workforce exposure and civic engagement
- Advance shared-use agreements with PGCPs for recreational facilities and athletic fields
- Implement Economic Development Strategic Plan priorities
- Strengthen Roosevelt Center and commercial corridors
- Engage BARC, NASA, and regional institutions as economic anchors

PILLAR 3: Strategic Growth, Community Investment & Cultural Stewardship

Goal: Guide development and public investment in ways that strengthen the tax base, preserve historic character, and reinforce Greenbelt’s distinct identity.

Responsible Redevelopment

Armory Integration

- Pursue a financially sustainable reuse plan guided by community input
- Ensure public accessibility, ADA compliance, and affordability
- Evaluate operating model before capital commitment

Beltway Plaza & Other Major Sites

- Align redevelopment with stormwater, transportation capacity, and infrastructure readiness
- Monitor school capacity impacts and coordinate with County partners
- Influence county planning processes
- Incorporate community benefit expectations into development discussions
- Support Roosevelt Center revitalization efforts

Cultural Stewardship & Identity

- Support the Greenbelt Museum and heritage partners
- Implement the Cemetery Master Preservation Plan
- Integrate historic preservation into redevelopment review processes

Balanced Community Investment

- Ensure East, Center, and West receive balanced infrastructure and program investments
- Evaluate growth decisions for long-term fiscal sustainability

PILLAR 4: Infrastructure, Housing & Capital Renewal

Goal: Sustain and modernize Greenbelt’s physical assets through transparent capital planning and infrastructure alignment.

Priority Areas

- Prioritize large unfunded capital needs through a transparent process
 - Advance a 10-year fleet replacement strategy
 - Modernize critical facilities and civic buildings
 - Plan and implement the expansion of Springhill Lake Recreation Center
 - Align housing growth with water, sewer, and stormwater capacity
 - Strengthen neighborhood code enforcement and property maintenance
 - Research, develop, and implement plan to improve cellphone service in City Center
-

PILLAR 5: Environmental Sustainability & Climate Resilience

Goal: Protect natural resources, address stormwater challenges, reduce environmental impact, and improve fiscal sustainability through responsible environmental policy.

Priority Areas

Stormwater & Watershed Management

- Strengthen stormwater infrastructure planning
- Address neighborhood drainage concerns
- Integrate green infrastructure into redevelopment
- Improve water quality and erosion control

Waste Reduction & Fiscal Sustainability

- Evaluate and adjust Save As You Throw program to reduce waste and address structural waste management deficits
- Expand and support community composting initiatives
- Increase waste diversion and recycling participation
- Reconsider/repurpose Greenbelt East recycling center

Natural Resource Protection

- Advance the Buddy Attick Lake Master Plan
- Expand and protect the Forest Preserve
- Advocate for preservation of BARC agricultural research lands

Climate & Energy Leadership

- Continue expanding EV charging stations citywide
- Evaluate cost recovery and operational models for EV infrastructure
- Expand EV and hybrid fleet transition where fiscally appropriate
- Improve energy efficiency in City facilities

PILLAR 6: Connectivity & Community Access

Goal: Improve safe mobility, strengthen wayfinding, and enhance physical and social connections across Greenbelt.

Priority Areas

Transportation Infrastructure & Safety

- Advance pedestrian and bicycle infrastructure improvements
- Expand safe crosswalks and traffic calming
- Improve ADA-compliant pathways and bus shelters

Regional Transportation Advocacy

- Advocate for MD 193 Streetscape, Cherrywood Lane Complete and Green Street Retrofit, and Greenbelt East Trail funding in the State Consolidated Transportation Program (CTP)
- Support regional transit reliability and bus service improvements
- Oppose transportation projects that undermine environmental or community priorities

Strategic Wayfinding

- Implement recommendations from the City's Strategic Wayfinding Study
- Improve signage, gateway visibility, and neighborhood navigation

Corridor & Trail Connectivity

- Begin implementing Indian Creek Park Master Plan Improve connections between East, Center, and West
 - Continue advancing WMATA Trail project
-

PILLAR 7: Governance, Engagement & Organizational Excellence

Goal: Strengthen institutional effectiveness, fiscal accountability, and public trust through transparent governance, modernized processes, and responsible workforce practices.

Priority Areas

Community Visioning & Long-Term Planning

- Conduct a community-wide visioning process to refine long-term priorities
- Integrate visioning outcomes into future strategic planning updates

Charter & Governance Modernization

- Conduct a thorough review of the Greenbelt City Charter to identify opportunities that support the long-term vision of the city
- Prepare for implementation of voter-approved ranked choice voting in the 2027 municipal election, including Charter or code updates, administrative procedures, and community education efforts.
- Review and update Council Standing Rules to improve clarity, efficiency, and collaboration
- Strengthen council-staff workflows and communication practices
- Review and update Charter and code to allow collective bargaining for all city employees

Workforce Stability & Organizational Support

- Support city employees' ability to organize under a collective bargaining agreement
- Promote fair, stable, and transparent workforce policies that strengthen service delivery

Budget & Performance Alignment

- Align annual budget decisions with strategic pillars
- Publish measurable performance indicators

Legislative Strategy & Regional Advocacy

- Continue legislative tracking and employment of legislative consultants to advise and inform City Council and staff on county, state and federal legislation and to advance city legislative priorities
- Advocate on transportation, environmental protection, public safety deployment, immigrant safety, and municipal authority

ANNUAL BUDGET ALIGNMENT

To support consistent implementation of this Strategic Planning Framework, the annual budget process should reflect alignment with Council-adopted priorities.

As part of budget development, departments are encouraged to clearly demonstrate how major initiatives and significant budget requests advance the City's strategic direction.

Within the budget, each city department should identify:

- **Pillar Alignment** – The strategic pillar supported
- **Specific Goal Alignment** – The related objective or priority area within that pillar
- **Measurable Performance Indicator** – A clear outcome or metric that can be used to evaluate progress
- **3–5 Year Fiscal Impact** – Estimated operating and capital implications, including ongoing obligations
- **Equity Impact Considerations** – How the proposal supports access, balanced investment, and community belonging across neighborhoods

This approach strengthens transparency, reinforces fiscal responsibility, and helps ensure that annual budget decisions remain connected to long-term community goals.

GREENBELT CITY COUNCIL

2025–2027 Strategic Planning Framework

Proposed Supplemental Priorities — April 2026

The following supplemental priorities are proposed as additions to the 2025–2027 Strategic Planning Framework. Each item addresses a policy commitment or action not currently captured in the framework's seven strategic pillars. They are organized around the framework's six guiding principles and are offered for Council consideration individually or as a set.

1. Fiscal Stewardship & Long-Term Sustainability

- Establish a Municipal Housing Trust Fund to generate income pathways for first-time homebuyers and long-term renters transitioning to ownership
- Develop a tiered approach to commercial taxation to reduce reliance on residential property taxes and diversify City revenue streams
- Evaluate the feasibility of Business Improvement District (BID) or Community Improvement District (CID) designations for Beltway Plaza, Cherrywood Lane, Ivy Lane, Greenway Center, and Hanover Parkway
- Define a set of commercial tenant retention incentives — including fee waivers, streamlined permitting, and technical assistance — to attract employers and promote small business and entrepreneurship

2. Equity, Access & Community Belonging

- Develop a proactive civic integration strategy to welcome and connect all residents — into existing civic, cultural, and neighborhood life
- Adopt maintenance of the City's ownership-to-rental ratio as an explicit, annually tracked housing policy goal
- Establish a Public Art Investment Program to commission murals and public installations at underpasses, parking structures, and public plazas, guided by community input

3. Environmental Responsibility & Resilience

- Research and present options for a gas-powered leaf blower restriction ordinance, including a phase-out timeline and peer jurisdiction models

- Adopt a binding carbon neutrality target of 2035 for City operations, with annual benchmarks embedded in the budget process
- Advance a feasibility study for a Cherrywood Lane or Hanover Parkway Greenway as a combined active transportation trail, stormwater, and ecological corridor project

4. Connectivity & Community Cohesion

- Actively explore dedicated funding to implement a circulator bus, microtransit, or on-demand shuttle service linking Greenbelt East, Center, and West to regional transit nodes
- Prioritize advancement of a protected bike lane on Kenilworth Avenue from Crescent Road to Potomac, and explore other direct connections to the Purple Line corridor
- Develop a plan and funding strategy to install NextBus real-time arrival signage at the ten highest-use bus stops in Greenbelt

5. Regional Partnership & Advocacy

- Resume and formalize tri-jurisdictional planning dialogue with Berwyn Heights and College Park on the Greenbelt Road Corridor, with a goal of producing a shared corridor vision document within 18 months
- Develop formal criteria for evaluating annexation opportunities, including the Hanover Apartments/Goddard area and West Chester Village, prior to initiating County discussions

6. Transparency, Accountability & Organizational Excellence

- Develop a plan and timeline to upgrade the City's document management system to provide fully searchable public access to the City Charter, municipal code, ordinances, and Council resolutions

These supplemental priorities are intended to complement, not replace, the adopted 2025–2027 Strategic Planning Framework. Each item may be considered individually. The sponsoring Council Member welcomes co-sponsorship and is available to discuss any item.

GREENBELT CITY COUNCIL

2025–2027 Strategic Planning Framework

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By aligning policy and budget decisions with these priorities, we reaffirm our responsibility to steward public resources wisely, strengthen neighborhood connections, protect natural and historic assets, and ensure Greenbelt remains a safe, sustainable, and welcoming community for generations to come.

GUIDING PRINCIPLES

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Advance fair access to services, opportunities, and public investment across neighborhoods while fostering a community in which all residents feel valued, represented, and connected.

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Protect natural systems, strengthen stormwater and watershed management, and prepare for climate impacts through proactive and sustainable investment.

Connectivity & Community Cohesion

Strengthen safe, multi-modal transportation and neighborhood connections that enhance access to jobs, schools, parks, and civic life.

Regional Partnership & Advocacy

Collaborate with county, state, federal, and regional partners to influence policies and investments that affect Greenbelt beyond municipal authority.

Transparency, Accountability & Organizational Excellence

Align governance practices, performance reporting, and budget decisions with clear strategic goals and open public engagement.

STRATEGIC PRIORITIES

The following seven pillars represent the City Council’s primary areas of focus for the 2025–2027 planning cycle. Together, they organize the City’s policy direction, capital investments, and operational priorities. Each pillar defines a core outcome area that guides budget development, resource allocation, and performance measurement, ensuring that annual decisions advance long-term community goals.

PILLAR 1: Safe, Healthy & Thriving Communities

Goal: Promote public safety, emergency readiness, and community well-being for residents of all ages.

Priority Areas

Public Safety & Emergency Response

- Maintain effective police services
- Modernize safety infrastructure and fleet responsibly
- Advocate in partnership with Prince George’s County for the return and sustained presence of career firefighters in Greenbelt
- Strengthen coordination with County Fire/EMS to ensure adequate coverage and response times
- Increase community resiliency by providing CPR, AED, Narcan, and other emergency readiness trainings Reduce reliance on residential property taxes through commercial development and diversified revenue streams.

Safe Neighborhoods & School-Area Safety

- Implement traffic calming and pedestrian/bicycle safety improvements
- Strengthen school-zone safety measures
- Advocate with Prince George’s County and SHA for safe routes to schools

Recreation, Health & Intergenerational Well-Being

- Expand inclusive recreation and arts programming
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Goal: Expand pathways to opportunity while strengthening Greenbelt’s economic resilience.

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- Partner with PGCPSS, nonprofits, and employers to support youth workforce exposure and civic engagement
- Advance shared-use agreements with PGCPSS for recreational facilities and athletic fields
- Implement Economic Development Strategic Plan priorities
- Strengthen Roosevelt Center and commercial corridors

- Engage BARC, NASA, and regional institutions as economic anchors
 - *Develop a tiered approach to commercial taxation to reduce reliance on residential property taxes and diversify City revenue streams*
-

PILLAR 3: Strategic Growth, Community Investment & Cultural Stewardship

Goal: Guide development and public investment in ways that strengthen the tax base, preserve historic character, and reinforce Greenbelt’s distinct identity.

Responsible Redevelopment

Armory Integration

- Pursue a financially sustainable reuse plan guided by community input
- Ensure public accessibility, ADA compliance, and affordability
- Evaluate operating model before capital commitment

Beltway Plaza & Other Major Sites

- Align redevelopment with stormwater, transportation capacity, and infrastructure readiness
- Monitor school capacity impacts and coordinate with County partners
- Influence county planning processes
- Incorporate community benefit expectations into development discussions
- Support Roosevelt Center revitalization efforts

Cultural Stewardship & Identity

- Support the Greenbelt Museum and heritage partners
- Implement the Cemetery Master Preservation Plan
- Integrate historic preservation into redevelopment review processes
- *Commission murals and public installations at underpasses, parking structures, and public plazas, guided by community input*

Balanced Community Investment

- Ensure East, Center, and West receive balanced infrastructure and program investments
 - Evaluate growth decisions for long-term fiscal sustainability
 - *Establish and enhance pathways for first-time homebuyers and long-term renters transitioning to ownership*
-

PILLAR 4: Infrastructure, Housing & Capital Renewal

Goal: Sustain and modernize Greenbelt’s physical assets through transparent capital planning and infrastructure alignment.

Priority Areas

- Prioritize large unfunded capital needs through a transparent process
 - Advance a 10-year fleet replacement strategy
 - Modernize critical facilities and civic buildings
 - Plan and implement the expansion of Springhill Lake Recreation Center
 - Align housing growth with water, sewer, and stormwater capacity
 - Strengthen neighborhood code enforcement and property maintenance
 - Research, develop, and implement plan to improve cellphone service in City Center
-

PILLAR 5: Environmental Sustainability & Climate Resilience

Goal: Protect natural resources, address stormwater challenges, reduce environmental impact, and improve fiscal sustainability through responsible environmental policy.

Priority Areas

Stormwater & Watershed Management

- Strengthen stormwater infrastructure planning
- Address neighborhood drainage concerns
- Integrate green infrastructure into redevelopment
- Improve water quality and erosion control

Waste Reduction & Fiscal Sustainability

- Evaluate and adjust Save As You Throw program to reduce waste and address structural waste management deficits
- Expand and support community composting initiatives
- Increase waste diversion and recycling participation
- Reconsider/repurpose Greenbelt East recycling center

Natural Resource Protection

- Advance the Buddy Attick Lake Master Plan
- Expand and protect the Forest Preserve
- Advocate for preservation of BARC agricultural research lands

Climate & Energy Leadership

- Continue expanding EV charging stations citywide
- Evaluate cost recovery and operational models for EV infrastructure
- Expand EV and hybrid fleet transition where fiscally appropriate
- Improve energy efficiency in City facilities
- *Adopt a binding carbon neutrality target of 2035 for City operations, with annual benchmarks embedded in the budget process*
- *Research and present options for a gas-powered leaf blower restriction ordinance, including a phase-out timeline and peer jurisdiction models*

PILLAR 6: Connectivity & Community Access

Goal: Improve safe mobility, strengthen wayfinding, and enhance physical and social connections across Greenbelt.

Priority Areas

Transportation Infrastructure & Safety

- Advance pedestrian and bicycle infrastructure improvements
- Expand safe crosswalks and traffic calming

- Improve ADA-compliant pathways and bus shelters
- *Develop a plan and funding strategy to install NextBus real-time arrival signage at the ten highest-use bus stops in Greenbelt*

Regional Transportation Advocacy

- Advocate for MD 193 Streetscape, Cherrywood Lane Complete and Green Street Retrofit, and Greenbelt East Trail funding in the State Consolidated Transportation Program (CTP)
- Support regional transit reliability and bus service improvements
- Oppose transportation projects that undermine environmental or community priorities

Strategic Wayfinding

- Implement recommendations from the City’s Strategic Wayfinding Study
- Improve signage, gateway visibility, and neighborhood navigation

Corridor & Trail Connectivity

- Begin implementing Indian Creek Park Master Plan Improve connections between East, Center, and West
- Continue advancing WMATA Trail project
- *Initiate discussions and planning with neighboring jurisdictions around the Kenilworth Road Corridor and connections to the Purple Line.*

PILLAR 7: Governance, Engagement & Organizational Excellence

Goal: Strengthen institutional effectiveness, fiscal accountability, and public trust through transparent governance, modernized processes, and responsible workforce practices.

Priority Areas

Community Visioning & Long-Term Planning

- Conduct a community-wide visioning process to refine long-term priorities
- Integrate visioning outcomes into future strategic planning updates

Charter & Governance Modernization

- Conduct a thorough review of the Greenbelt City Charter to identify opportunities that support the long-term vision of the city
- Prepare for implementation of voter-approved ranked choice voting in the 2027 municipal election, including Charter or code updates, administrative procedures, and community education efforts.
- Review and update Council Standing Rules to improve clarity, efficiency, and collaboration
- Strengthen council-staff workflows and communication practices
- Review and update Charter and code to allow collective bargaining for all city employees
- *Develop a plan and timeline to upgrade the City's document management system to provide fully searchable public access to the City Charter, municipal code, ordinances, and Council resolutions*

Workforce Stability & Organizational Support

- Support city employees' ability to organize under a collective bargaining agreement
- Promote fair, stable, and transparent workforce policies that strengthen service delivery

Budget & Performance Alignment

- Align annual budget decisions with strategic pillars
- Publish measurable performance indicators

Legislative Strategy & Regional Advocacy

- Continue legislative tracking and employment of legislative consultants to advise and inform City Council and staff on county, state and federal legislation and to advance city legislative priorities
- Advocate on transportation, environmental protection, public safety deployment, immigrant safety, and municipal authority

ANNUAL BUDGET ALIGNMENT

To support consistent implementation of this Strategic Planning Framework, the annual budget process should reflect alignment with Council-adopted priorities.

As part of budget development, departments are encouraged to clearly demonstrate how major initiatives and significant budget requests advance the City's strategic direction.

Within the budget, each city department should identify:

- **Pillar Alignment** – The strategic pillar supported
- **Specific Goal Alignment** – The related objective or priority area within that pillar
- **Measurable Performance Indicator** – A clear outcome or metric that can be used to evaluate progress
- **3–5 Year Fiscal Impact** – Estimated operating and capital implications, including ongoing obligations
- **Equity Impact Considerations** – How the proposal supports access, balanced investment, and community belonging across neighborhoods

This approach strengthens transparency, reinforces fiscal responsibility, and helps ensure that annual budget decisions remain connected to long-term community goals.

Greenbelt Station Master Association Central Park Planter Project Proposal

Date: April 23, 2026

Prepared by: Greenbelt Station Master Association

Point of Contact: Amanda Rhodes, Community Manager

1. Project Overview

The Greenbelt Station Master Association, in collaboration with the Grounds Committee, proposes installing decorative planters in Central Park to enhance the park's aesthetics, promote community engagement, and improve the park experience for residents and visitors.

This project is intended to:

- Beautify a highly visible community gathering space
- Create a welcoming and vibrant environment
- Encourage resident participation and stewardship
- Complement existing landscaping and park features

This proposal is submitted in response to the City's request for a formal plan and outlines location, maintenance, budget, and purchasing expectations.

2. Proposed Planter Locations

- Based on site review and committee input, four (4) large planters are proposed.
- Locations are centered around the main plaza area of Central Park
- Positioned in concrete/paved areas to avoid turf disruption
- Selected for high visibility from multiple angles
- Placed to avoid pedestrian and vehicular traffic flow
- Located near existing features (e.g., seating and fountain) for visual cohesion and water access

The attached concept map (see project reference) shows the proposed placement marked in red.

3. Planter Design & Planting Concept

- Planter Specifications
- Material: Durable, weather-resistant (e.g., concrete, fiberglass, or commercial-grade composite)
- Size: Large-scale planters to:
 - * Prevent tipping or vandalism
 - * Support root growth and soil stability
 - * Reduce watering frequency
- Style: Neutral modern design to complement park architecture

Examples of desired planter styles are included in the project materials.

Planting Design

- Plantings will include:
- A mix of perennials and seasonal annuals
- Layered design (height variation, color contrast, year-round interest)
- Low-maintenance and climate-appropriate selections

A resident with demonstrated landscaping experience has expressed a strong interest in leading plant selection and design, with examples of prior work provided.

4. Maintenance Plan

The Association proposes a shared maintenance approach:

➤ **Primary Maintenance**

A volunteer resident (or small group) will:

- Select plant materials
- Perform routine upkeep (watering, pruning, seasonal rotation)

Association Oversight

➤ **The HOA will:**

- Provide coordination and oversight
- Step in if volunteer support becomes unavailable
- Coordinate seasonal refresh if needed

City Coordination

The Association will coordinate with the City regarding:

- Water access (if applicable)
- Any required standards or maintenance expectations

This approach ensures sustainability while fostering community engagement.

5. Budget Estimate

➤ **Planter Costs**

- Estimated cost per large commercial planter: \$400 – \$800
- Total for 4 planters: \$1,600 – \$3,200

➤ **Planting & Materials**

- Soil, plants, mulch: \$150 – \$300 per planter
- Total: \$600 – \$1,200

➤ **Total Estimated Project Cost**

\$2,200 – \$4,400 (one-time cost)

Note: Exact pricing will depend on final planter selection, materials, and vendor sourcing.

6. Purchasing & Installation Approach

The Association understands the City's preference for procurement and installation.

Preferred Approach (Recommended)

- City purchases and installs planters
- HOA/Residents handle planting and maintenance

Alternative Option

- HOA purchases planters and seeks reimbursement from the City (if approved)

The Association is flexible and willing to proceed based on the City's preferred process.

7. Benefits to the City & Community

- Enhances a public park asset at minimal cost
- Encourages resident engagement and stewardship
- Improves visual appeal and community pride
- Provides a pilot program that could expand to other areas

8. Requested Next Steps

➤ The Association respectfully requests:

- City review and feedback on proposed locations and design
- Confirmation of preferred procurement and installation process
- Guidance on any permitting or design standards required
- Approval to proceed with implementation

Attachments (Previously Provided)

- Planter location map
- Example planter styles
- Resident garden examples

The Greenbelt Station Master Association appreciates the opportunity to collaborate with the City on this initiative to enhance Central Park. This project reflects a shared commitment to maintaining a vibrant, welcoming, and well-maintained community space for residents and visitors alike.

We are confident that the proposed planter installation will not only enhance the park's visual appeal but also foster greater community pride and engagement. The Association is prepared to move forward in alignment with the City's guidance and preferred processes.

We look forward to your feedback and are available to discuss any questions, recommendations, or next steps at your convenience.

Thank you for your time and consideration.

Respectfully submitted,
Amanda Rhodes
Community Manager
Grounds Committee
Greenbelt Station HOA

Greenbelt Station Master Association

Central Park Planter Project Proposal - Attachments

The following images are provided as supporting materials for the Central Park Planter Project Proposal. These images include captions representing the different size planters, map of proposed locations, various planting design ideas, and photos of the gazebo and surrounding areas identifying potential planter placement locations.



Example: Planter Size Option 1



Example: Planter Size Option 2



Example: Planter Size Option 3



Example: Planter Size Option 4



Map of Proposed Planter Locations



Planting Design Idea Example 1



Planting Design Idea Example 2



Planting Design Idea Example 3



Planting Design Idea Example 4



Gazebo Area – Additional View



Gazebo Area – Additional View

Date: May 5, 2026
To: Greenbelt City Council Members and City Manager Josue Salmeron
From: Danielle McKinney, Council Member
Re: Implementing the Next Phase of the Culture and Equity Work

A COMMITMENT GREENBELT MADE

Greenbelt has always been a city that takes its values seriously. Our history as a planned cooperative community — founded on principles of inclusion and shared responsibility — is the foundation we build on, not a relic we leave behind.

A few years ago, the city took a meaningful step through the JEDI study — Justice, Equity, Diversity, and Inclusion. Residents shared real experiences about what it feels like to live here, work here, and access city services. The city listened and committed to act: to build an organization that treats every resident fairly, serves every community well, and creates a workplace where every employee can do their best work.

That commitment produced a documented plan with specific recommendations. Greenbelt is not starting from scratch — the plan exists. Tonight, council is taking an important step in deciding how to organize and fund the next phase of that work, responsibly, given the city's current budget constraints. Like any renovation project, this work needs the right structure, the right people, and a clear plan to see it through to completion.

Two things are true simultaneously: Greenbelt faces a genuine budget deficit that requires difficult choices across all departments, and the city has an organizational commitment that demands follow-through. This document takes both seriously. All options before council tonight generate budget savings. The question is which approach best honors both obligations.

WHERE THINGS STAND

Work on the JEDI recommendations is already happening across city departments — in how we hire, how we engage our community, and how we invest in our neighborhoods. The city's DEI Officer has led and coordinated much of this important groundwork, and that effort has made a real difference in building the foundation we are working from today.

But two things are also true:

That work has not been well documented or easy for residents to see. If you gave your time and voice to the JEDI process, you deserve to know what changed. Making progress visible and transparent is a commitment being proposed tonight, regardless of the budget decision.

The culture change is not yet complete. Recent signals from within our own workforce tell us that equity and inclusion work is still actively needed — and that it needs skilled, dedicated leadership to guide it.

Greenbelt has a plan. The key question is how we resource and organize to execute it — wisely and within our budget.

For the next phase of this work to succeed, it cannot rest on one person alone. What is needed is a clear leader who coordinates the plan — and strong champions throughout the organization who carry defined equity responsibilities within their own departments. The City Manager, Assistant City Manager, HR Director, Planning, Public Works, Parks & Recreation, CARES, Finance, Police, the Public Information Officer, City Clerk, and Economic Development Directors all have a role to play. The equity function leader coordinates across all of them, keeps the plan moving, and makes progress visible to the community. Neither piece works well without the other.

FOUR POSSIBLE RESTRUCTURING OPTIONS

There are four distinct approaches for structuring and funding this work in FY 2027. These are genuinely different choices — not variations of the same idea, and each produces different outcomes for how well the JEDI plan gets implemented.

#	Option	What It Means	Key Tradeoff
1	Senior-Level Leader <i>Director or equivalent</i>	A director-level role with citywide authority reporting to the Assistant City Manager. Acts as the “general contractor” for JEDI implementation — coordinating across all departments, coaching leadership, and driving the work at the highest organizational level.	<i>Greatest reach and accountability; largest personnel investment of the four options</i>
2	Combined Role <i>Economic Dev. + Equity</i>	Equity and workforce development built directly into the incoming Economic Development Director position. No new hire — equity mandate is part of the job description from day one. Strongest on economic and workforce equity.	<i>Efficient use of an existing hire; internal culture change and JEDI coordination go less dedicated</i>
3	Manager-Level Role <i>HR-embedded, dual reporting</i>	A manager-level role housed within HR with a formal reporting relationship to the Assistant City Manager for citywide equity work. Dedicated coordination of the JEDI plan at a reduced cost. Requires strong structural supports to be effective.	<i>Meaningful savings; keeps dedicated capacity; less authority than a director role</i>
4	Contract or Part-Time <i>External expert or firm</i>	A contracted consultant or part-time strategist for a defined scope — culture assessment, training, implementation plan facilitation. Maximum budget savings. Best as a bridge while internal capacity is built, not a permanent solution.	<i>Maximum savings; limited institutional ownership; progress depends on strong staff direction</i>
×	Eliminate the Function <i>No dedicated role</i>	Reallocate all funds to the budget deficit. Equity responsibilities distributed across existing staff with no dedicated coordination or oversight of JEDI implementation.	<i>Maximum savings; highest risk that JEDI recommendations stall; no one holding the whole plan together</i>

SCOPE AND POSITIONING

The City Manager has proposed embedding this work within HR. People systems, hiring, training, and internal culture are natural homes for equity work. However, the scope and positioning of the role will determine what can actually be accomplished.

An HR specialist and an organizational culture and equity leader are not the same function. The difference is not primarily about salary — it is about what the role is designed to produce and how much organizational authority it carries to produce it.

Dimension	HR Specialist Role	Equity & Culture Leader Role
Primary orientation	Support and compliance	Strategy and culture change
Organizational positioning	Departmental function within HR	Citywide change agent with cross-departmental reach
Key activities	Policy tracking, reporting, and administration	Coaching leaders, driving systemic change, building capacity
JEDI implementation	Monitors and documents progress	Drives, coordinates, and sustains implementation
What it produces	Compliance and documentation	Lasting culture change and institutional capability

GOALS: EQUITY AND INCLUSION AS GREENBELT VALUES

Greenbelt has a genuine, longstanding commitment to equity and inclusion — values woven into the city’s history and culture. The table below names what this work is and shows how residents experience city government every day.

Focus Area	Goal
Organizational Culture, Equity & Inclusion	A workplace and community where every employee and resident experiences dignity, belonging, and fair treatment
Accountability & Transparency	<p>A public implementation plan and annual update showing what has changed, what is in progress, and what still needs to happen</p> <p>The Greenbelt Equity and Belonging Subcommittee gives residents a formal, ongoing role in holding the city accountable</p>
Workforce Inclusion and Belonging	Addressing workplace dynamics so all city staff can do their best work serving you
Community Trust and Engagement	<p>Authentic, ongoing connection to residents who participated in the JEDI process — not a one-time conversation</p> <p>Public notices, meeting materials, and key documents are available in the languages spoken in Greenbelt</p>
Equitable Service Delivery	<p>Every resident receives consistent, fair, high-quality service regardless of neighborhood or background</p> <p>Services and engagement that actively reach communities historically harder to connect with city government</p>

A FINAL ASK

Greenbelt has always been a city that takes its values seriously. Our history as a planned cooperative community, founded on principles of inclusion and shared responsibility, is something we carry forward — not leave behind. This is not new work. It is the next chapter of a story that has been unfolding for decades.

Regardless of which staffing option council ultimately chooses, I am respectfully proposing that the following commitments be part of the FY 2027 budget process, upcoming council meetings or worksession, and council priorities planning framework discussion.

- ✓ A written, public-facing JEDI implementation plan — with specific recommendations, assigned owners, and timelines — produced by September 2026 so residents can track what is being done
- ✓ Every senior city leader, including the City Manager and Assistant City Manager, carries defined equity and inclusion responsibilities within their own department, with accountability built into their performance starting in FY 2027
- ✓ The Greenbelt Equity and Belonging Subcommittee — a formal body meeting regularly and reporting directly to council — established to give residents an ongoing accountability role in FY 2027
- ✓ An annual public progress report on JEDI implementation so the community can see what has changed and what still needs to happen starting in FY 2027
- ✓ Equity and inclusion remain core Greenbelt values — embedded in policy, budget, and organizational practice — not contingent on any one budget cycle

2

Role Options, Reporting Structures & Budget

Staffing models, organizational structure, and cost scenarios

ROLE OPTIONS

Each option below includes its core mandate and strategic focus areas. All options generate budget savings.

Option 1: Director of Organizational Culture, Equity & Inclusion

Reports To: Assistant City Manager

Strategic Focus Areas

Core Mandate

Lead citywide organizational culture change and equity strategy as an internal OD consultant — driving systemic change across departments, building leadership capacity, and coordinating JEDI implementation as the organization’s general contractor for this work.

- Organizational development and culture change
- Equity-informed strategic planning
- Leadership coaching and capacity building
- Cross-departmental policy integration
- JEDI implementation coordination

Option 2: Economic Development & Workforce Equity Director

Reports To: Assistant City Manager or City Manager

Strategic Focus Areas

Core Mandate

Lead Greenbelt’s economic development strategy with an explicit equity mandate — ensuring economic opportunity, workforce access, and business development benefit historically underrepresented residents, with JEDI workforce recommendations as a governing framework.

- Community wealth-building and inclusive economics
- Workforce development and pipeline strategy
- MWBE procurement and contracting
- Community benefits and development agreements
- Economic mobility for Greenbelt residents

Option 3: Organizational Culture, Equity & Inclusion Manager

Reports To: HR Director (with formal dotted line to Assistant City Manager)

Strategic Focus Areas

Core Mandate

Serve as the city’s dedicated equity and culture practitioner embedded within HR — building equitable systems in hiring, performance management, and staff development while coordinating JEDI implementation across departments.

- Inclusive hiring systems and practices
- Internal organizational culture development
- JEDI implementation coordination and tracking
- Equity-focused staff learning and development
- Supervisor coaching on inclusive management

Option 4: Equity & Culture Strategist (Part-Time or Contracted)

Reports To: Assistant City Manager or HR Director

Strategic Focus Areas

Core Mandate

Provide senior-level equity strategy and OD expertise on a part-time or retainer basis — best as a transitional model while internal capacity is built, or as a lean function paired with strong structural anchors.

- High-level strategic advising on a defined scope
- Equity index design and oversight
- Leadership and organizational coaching
- Culture assessment and diagnostics
- Transitional capacity building

REPORTING STRUCTURE OPTIONS

Where a role sits in the organizational chart determines its authority, cross-departmental reach, and durability. Three configurations are presented below.

Structure A: Reports to Assistant City Manager

Maintains the reporting relationship of the current position. Preserves executive proximity and citywide mandate.

PROS	CONS
<ul style="list-style-type: none"> • Preserves cross-departmental authority and executive access • Directors more likely to feel accountable to this role • Positions equity as a citywide strategic priority • Natural fit for Options 1 and 2 	<ul style="list-style-type: none"> • Adds to the ACM's span of control • Requires ACM to have equity literacy to supervise effectively • Less natural home for HR-focused responsibilities in Option 3

Structure B: Reports to HR Director

City Manager's proposed configuration. Practical administrative home but carries risks for strategic scope.

PROS	CONS
<ul style="list-style-type: none"> • Natural alignment with hiring, training, and people systems • Most practical for Option 3 • Lower political resistance 	<ul style="list-style-type: none"> • Narrows perceived citywide authority • Other directors may not feel accountable to an HR-embedded role • Risk that equity work becomes reactive and tactical

Structure C: Dual Accountability (Recommended for Option 3)

Administrative home in HR; formal strategic reporting to Assistant City Manager. Must be explicitly documented — not informal.

PROS	CONS
<ul style="list-style-type: none"> • Preserves strategic authority while acknowledging practical scope • Gives the role two organizational champions • Satisfies City Manager's proposal while protecting equity priorities 	<ul style="list-style-type: none"> • Dual reporting requires explicit documentation to work • HR Director and ACM must be aligned • More complex to administer

BUDGET IMPLICATIONS & ESTIMATED SAVINGS

All options generate savings that can be redirected toward the budget deficit. Savings estimates are based on salary; benefits add approximately 25–35% to the full cost-of-employment.

Option	Role Configuration	Est. Savings vs. \$150k
Option 1: Director of Org. Culture, Equity & Inclusion	Standalone, senior director level	\$20,000 – \$30,000
Option 2: Econ. Dev. & Workforce Equity Director	Combined with existing ED Director hire	\$25,000 – \$40,000
Option 3: Culture, Equity & Inclusion Manager (HR)	Manager level; dual reporting to HR + ACM	\$45,000 – \$60,000
Option 4a: Part-Time Equity Strategist	20–30 hrs/week, senior level	\$75,000 – \$100,000
Option 4b: Contracted OD Function	Retainer with equity/OD firm	\$90,000 – \$110,000
Eliminate Position Entirely	No dedicated equity function	\$150,000

RECOMMENDED ACTION STEPS

The following steps are recommended for council consideration as part of the FY 2027 budget decision, regardless of which staffing option is chosen.

Step	Action	Budget Impact
1	Direct City Manager to produce a written, public-facing JEDI implementation plan with assigned owners, timelines, and milestones by September 2026	No direct cost — produces the governing document for all subsequent decisions
2	Embed workforce equity mandate in the Economic Development Director job description before posting	No additional cost — shapes existing hire
3	Ensure the next HR hire includes OD and culture competency as explicit criteria	Minimal — affects job description and selection only
4	Establish Equity & Inclusion Index with community input within 6 months	~\$5,000–\$10,000 for data infrastructure
5	Maintain dedicated equity and culture function per council's chosen option	Savings of \$20,000–\$110,000, depending on option
6	Formally define the Constituent Relations Manager's coordinating role without expanding core responsibilities	No additional cost
7	Implement the Senior Leadership Equity Capacity Framework as a 3-year phased initiative	Primarily staff time; modest training budget
8	Establish the Greenbelt Equity and Belonging Subcommittee within the Community Relations Advisory Board with quarterly meetings and direct council reporting	No direct cost — requires formal council resolution

3

Distributed Leadership Framework

How the whole organization carries this work — whoever holds the coordinating role

A DISTRIBUTED EQUITY ECOSYSTEM

A single equity role, however well-positioned, cannot drive organizational culture change alone. The most durable approach is one where every senior leader owns a defined piece of the equity mandate within their domain, and the equity function role provides the coordination and accountability architecture that holds the system together.

This means the City Manager, Assistant City Manager, HR Director, Chief of Police, Planning Director, Public Works Director, Parks & Recreation Director, CARES Director, Finance Director, Public Information Officer, City Clerk, and Economic Development Director each carry specific equity and inclusion accountabilities in their own work.

CROSS-CUTTING SKILLS: WHAT EVERY SENIOR LEADER NEEDS

Regardless of department, all senior leaders require a shared foundation of equity competency. The equity function role is responsible for building and sustaining this baseline across the team.

Competency	What It Means in Practice
Equity Literacy	Understanding structural inequity and how it shows up in government systems — not just interpersonal behavior
Data Fluency	Reading and using disaggregated data by race, income, and geography; interpreting equity index trends
Inclusive Engagement	Designing processes that reach beyond habitual participants and build trust with historically excluded communities
Equitable Management	Recognizing bias in hiring and evaluation, creating psychologically safe teams, and managing across differences
Systems Thinking	Connecting internal culture to external community outcomes; understanding how policies compound disadvantage
Courageous Leadership	Willingness to name equity problems directly and advocate for change even when it creates friction

CONDITIONS FOR A SUCCESSFUL DISTRIBUTED MODEL

Distributing equity work across senior leaders creates powerful institutional reach — but only when the right conditions are in place. Without these, distribution becomes diffusion.

Condition	Why It Matters
City Manager Modeling	The City Manager must visibly champion equity — participating in training, setting expectations at leadership meetings, and naming equity as a strategic priority. Without executive modeling, directors read the signal that this work is optional.

Real Accountability in Performance Reviews	Equity outcomes must appear in senior leader performance evaluations with measurable indicators. Aspirational language without measurement creates the appearance of accountability without the substance.
The Equity Function Role Has Genuine Authority	Lateral leadership only works when the equity role is respected and resourced. If directors can sideline it, the distributed model collapses. Reporting structure, title, and access to leadership all matter.
A Public Implementation Plan	The JEDI implementation plan — with assigned owners, timelines, and public milestones — is the single most important structural anchor. Without it, distributed work has no shared map to follow.
Council as Accountability Partner	Council requesting annual equity progress reporting from the City Manager is the most powerful accountability lever available.

CAPACITY-BUILDING ROADMAP: 3-YEAR PHASED APPROACH

Building equity competency across a senior leadership team takes sustained effort. The equity function role coordinates and leads this roadmap in parallel with JEDI implementation. The chart below maps out a possible roadmap for building out a distributed equity and inclusion model within the city.

Phase	Key Leadership Actions
Year 1 Foundation	<ul style="list-style-type: none"> • All senior leaders complete shared equity foundations learning — facilitated, not online modules • Culture and equity baseline assessment conducted across departments • Each director identifies one priority equity goal within their domain • City Manager produces the written, public-facing JEDI implementation plan by September 2026 • Department equity liaisons identified and oriented
Year 2 Integration	<ul style="list-style-type: none"> • Equity outcomes integrated into department budget narratives • Equity & Inclusion Index launched with Year 1 baseline data • Leadership coaching cohort on equitable management practices • Equity impact assessments piloted on 2–3 real policy decisions • First annual equity report presented publicly to council
Year 3 Accountability	<ul style="list-style-type: none"> • Equity outcomes are formally included in all senior leader performance evaluations • Full equity index in operation with year-over-year trend comparison • Directors present department equity progress to council annually • Peer learning across departments begins to replace some external training