



**Monday, January 31, 2022**  
**MAYOR AND COUNCIL**  
**MEETING NO. 03-22**  
**ROCKVILLE, MARYLAND**

Approved *Bridget Donnell Newton*  
Attest: *Sara Taylor-Ferrell*  
Approved Meeting No. 03-22  
March 7, 2022

Approved *Bridget Donnell Newton*  
Attest: *Sara Taylor-Ferrell*  
Approved Meeting No. 03-22  
June 27, 2022

**THE HONORABLE MAYOR AND COUNCIL PRESIDING**

<b>Attendee Name</b>	<b>Title</b>	<b>Status</b>
Bridget Donnell Newton	Mayor	Present
Monique Ashton	Councilmember	Present
Beryl L. Feinberg	Councilmember	Present
David Myles	Councilmember	Present
Mark Pierzchala	Councilmember	Present

**1. Convene**

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The Mayor and Council convened in a virtual hybrid Open meeting Session at 7:01 p.m. on Monday, January 31, 2022, via Webex.

Staff Present: City Manager Rob DiSpirito, Rockville Corporate Council Robert E. Dawson, and City Clerk/Director of Council Operations Sara Taylor-Ferrell.

**2. Pledge of Allegiance**

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Mayor Bridget Donnell Newton led the Pledge of Allegiance.

The Mayor and Council recognized January 28, 2022, as International Holocaust Day and requested that all take a moment to honor and remember those who gave their lives.

The Mayor and Council discussed and agreed to add Old/New Business to this evening's Agenda.

**3. Work Session - Topic 1**

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**A. Discussion on Paid Parental Leave Policy**

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Human Resources Director Karen Marshall and Benefits Manager Daisy Harley provided an overview of the proposed Paid Parental Leave Policy for discussion. Criteria of the proposed policy include:

- Eligibility requirement of employees
- Time covered for Parental leave, including FMLA
- Time of implementation of leave
- Forfeiture of leave
- Pay rate of leave

The Human Resources Department surveyed area jurisdictions regarding their Parental Leave Policies and the results are included with this discussion.

Questions from the Mayor and Council were addressed by staff. The Mayor and Council provided their thoughts, comments, and directions to provide additional information to include a better definition of the parental role, what does it mean, and when is it over; additional clarification on documentation to determine eligibility; provide scenarios for use of, and use in, combination with short term disability leave policy; possible reinstatement of the leave bank; clarification on use of FMLA time; A straw vote was held with a consensus of an 8-week leave plan; clarification on how this 8 week time can be split.

#### **FURTHER DISCUSSION**

January 31, 2022 Agenda Item 3.

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#### **4. Work Session - Topic 2**

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##### **A. Discussion on Work-Related Injury Paid Leave Benefits**

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Human Resources Director Karen Marshall and Safety and Risk Manager Marcus Odorizzi provided an overview of the City's Work-Related Injury Paid Leave plan.

Staff recommends the Mayor and Council discuss and provide direction to possibly reduce the length of time an employee is eligible to receive the City's work-related injury paid leave benefit.

Questions from the Mayor and Council were addressed by staff. The Mayor and Council provided their thoughts, comments and directions including reduction of the length and payout of benefits and additional input for the unions.

#### **FURTHER DISCUSSION**

January 31, 2022 Agenda Item 4.

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1:30:00

## **5. Work Session - Topic 3**

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### **A. Discussion on Reduction in Force and Furlough Policy**

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Human Resources Director Karen Marshall provided an overview of the current Reduction in Force and Furlough Policy for discussion.

Staff recommends that the Mayor and Council discuss the City Manager's draft of potential revisions. Per City Code, unless the Mayor and Council instruct staff to modify the proposed amendments, the amended Personnel Policy and Procedures Manual (PPM) will go into effect 55 days from the distribution of the revised PPM to the Mayor and Council.

Questions from the Mayor and Council were addressed by staff. The Mayor and Council provided their thoughts, comments.

#### **FURTHER DISCUSSION**

January 31, 2022, Agenda Item 5.

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1:30:00

Councilmember Feinberg left the meeting for the evening at 9:35 p.m. due to ongoing medical advice restricting the length she may participate in meetings.

**THE MAYOR AND COUNCIL WENT INTO A BRIEF RECESS AT 9:35 P.M. THE MAYOR AND COUNCIL WORKSESSION RECONVENED AT 9:43 P.M.**

## **6. Work Session - Topic 4**

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### **A. Discussion on Proposed Premium Pay Options**

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City Manager Rob DiSpirito provided an overview of the proposed Premium Plan Options. The discussion centers on which employees should be eligible for this Plan.

Staff recommends that the Mayor and Council review the options and provide directions to Staff.

Questions from the Mayor and Council were addressed by staff. The Mayor and Council provided their thoughts, comments, and directions to move this item to next week's agenda as a Consent Item.

#### **FURTHER DISCUSSION**

January 31, 2022 Agenda Item 6.

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#### **Old/New Business**

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Councilmember Mark Pierzchala moved to support and approve the text of the letter, as proposed by Mr. William Hickman on January 25, 2022, for support of the nomination of Clarence "Pint" Isreal to the Montgomery County Sports Hall of Fame (MCSHF)

	<b>RESULT: APPROVED [4-0]</b>
<b>MOVER:</b>	Mark Pierzchala, Councilmember
<b>SECONDER:</b>	Monique Ashton, Councilmember
<b>IN FAVOR:</b>	Mayor Newton, Councilmember Ashton, Councilmember Myles, Councilmember Pierzchala

Councilmember Monique Ashton moved to approve the letter regarding SB254, 2022 Vision Zero 2022 Implementation Act, and speak at the February 3, 2022, legislative hearing.

	<b>RESULT: APPROVED [4-0]</b>
<b>MOVER:</b>	Monique Ashton, Councilmember
<b>SECONDER:</b>	David Myles, Councilmember
<b>IN FAVOR:</b>	Mayor Newton, Councilmember Ashton, Councilmember Myles, Councilmember Pierzchala

Council authorized Mayor to work with Staff to prepare a letter and testimony on SB381 along the lines of the Mayor and Council stated priorities.

	<b>RESULT: APPROVED [4-0]</b>
<b>MOVER:</b>	Mark Pierzchala, Councilmember
<b>SECONDER:</b>	Monique Ashton, Councilmember
<b>IN FAVOR:</b>	Mayor Newton, Councilmember Ashton, Councilmember Myles, Councilmember Pierzchala

Councilmember Monique Ashton moved Staff to work with the Mayor to draft a letter on the Capital Improvement Plan to speak to Stonestreet and removal of trailers to support affordable housing.

	<b>RESULT: APPROVED [4-0-1]</b>
<b>MOVER:</b>	Monique Ashton, Councilmember
<b>SECONDER:</b>	Mark Pierzchala, Councilmember
<b>IN FAVOR:</b>	Mayor Newton, Councilmember Ashton, Councilmember Myles, Councilmember Pierzchala
<b>ABSENT:</b>	Beryl L. Feinberg, Councilmember

#### **FURTHER DISCUSSION**

January 31, 2022

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3:11:42

## **7. Adjournment**

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There being no further business the meeting adjourned at 10:30 p.m.

	<b>RESULT: APPROVED [4-0]</b>
<b>MOVER:</b>	Monique Ashton, Councilmember
<b>SECONDER:</b>	Mark Pierzchala, Councilmember
<b>IN FAVOR:</b>	Mayor Newton, Councilmember Ashton, Councilmember Myles, Councilmember Pierzchala