



# SPECIAL TOWN COUNCIL MEETING | MARCH 16, 2026

March 16, 2026 at 6:00 PM

4229 Edmonston RD, Bladensburg, MD 20710

## AGENDA

---

Public Access Virtual via recorded onto the Town's Facebook and YouTube pages:

<https://us06web.zoom.us/j/86202328473?pwd=ReuKTf6V2lonEWgsKNtQv9hjbIpwRN.1>

Meeting ID: 862 0232 8473

Passcode 298868

1. **Call to Order – 1 min**
2. **Approval of Agenda – 1 min**
3. **Financial Business - 15 Minutes**
  - A. **Resolution 17-2026** | A resolution of the Mayor and Council of the Town of Bladensburg authorizing a one-time bonus payment to eligible Town employees for Fiscal Year 2026.
4. **Adjourn to Closed Session:**
  - A. Pursuant to the General Provisions Article §3-305 (b) (1) of the Maryland Code, the Mayor and Council will meet in a Closed Session 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. (45 minutes)
  - B. **Adjournment of Closed Session**
5. **Adjournment of Meeting**



# Agenda Item Summary Report

<b>Meeting Date:</b> March 16, 2026	<b>Submitted by:</b> Michelle Bailey Hedgepeth, Town Administrator Vito Tinelli, Town Treasurer
--	---

**Resolution 17-2026** | A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF BLADENSBURG AUTHORIZING A ONE-TIME BONUS PAYMENT TO ELIGIBLE TOWN EMPLOYEES FOR FISCAL YEAR 2026.

*Resolution 17-2026 | A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF BLADENSBURG AUTHORIZING A ONE-TIME BONUS PAYMENT TO ELIGIBLE TOWN EMPLOYEES FOR FISCAL YEAR 2026.*

<b>Work Session Item</b> <input type="checkbox"/> <b>Council Meeting Item</b> <input checked="" type="checkbox"/>	<b>Documentation Attached:</b> Resolution
--	--

**Recommended Action:**

Staff recommends adoption and authorization for the Town Administrator and Town Treasurer to make one-time payments of \$ 1,500.00 per employee to 44 employees, not to exceed \$75,000.

**Background**

This item is presented for the Town Council’s review and consideration regarding the authorization of a one-time bonus payment for Town employees. In the FY2026 adopted budget, the Town did not implement a cost-of-living adjustment (COLA) or merit increase for employees. At the time, staff noted that the Town’s financial position could be revisited at mid-year to determine whether resources would allow the Town to provide some level of financial recognition to employees through a mid-year COLA, merit adjustment, or other form of compensation.

Following a review of the Town’s current financial position and the FY2026 budget performance to date, staff have determined that sufficient savings exist within the personnel line item to allow for a one-time payment to employees. These savings have accrued through personnel budget efficiencies during the fiscal year, and therefore, a budget amendment or transfer is not required. The Administration is not confident that at this time the Town can afford an percentage increase to the base pay of all employees due to compounding issues in FY 2027.

**Proposed One-Time Bonus Structure**

Staff recommends using these available funds to provide a one-time bonus payment to Town employees. The proposal allocates **an amount not to exceed \$75,000** to be distributed among **44 full-time Town employees**, excluding the Town Administrator, the Mayor, and members of the Town Council.

Under this proposal, each eligible employee would receive a **single payment of \$1,500**, issued as taxable earnings. The attached spreadsheet provides the full breakdown of eligible employees and the corresponding allocation amounts.

The Town Administrator is excluded from the distribution because any compensation adjustments or one-time payments for that position are determined directly by the Town Council in accordance with the employment contract.

**Fiscal Considerations**

The recommended approach uses **existing funds available within the FY2026 personnel budget, accumulated through** staffing savings during the fiscal year. Because these funds are already appropriated, implementation of this proposal **does not require a budget amendment or additional appropriation.** However, Council authorization is needed, which is why a resolution is being recommended.

Staff also evaluated whether a percentage-based COLA or merit increase could be implemented at this time. However, permanent salary adjustments would compound into future fiscal years and create additional long-term obligations. For example, even a modest 2% salary increase in FY2026 would carry forward into FY2027 and compound with any future COLA or merit adjustments, potentially increasing personnel costs by 5–6% over time. Based on current revenue projections and long-term fiscal planning considerations, staff determined that such recurring increases are not advisable at this time.

The one-time bonus structure allows the Town to recognize employees’ contributions while maintaining fiscal stability heading into the FY2027 budget cycle.

**Rationale for a Flat One-Time Payment**

The recommended approach provides **a uniform payment to all eligible employees**, ensuring equitable treatment across departments and positions. Whether an employee works in administration, public works, or public safety, each individual would receive the same amount. This structure promotes fairness and transparency while recognizing the collective contributions of the Town’s workforce.

Additionally, the one-time payment acknowledges the impact of rising living costs and provides employees with immediate financial relief. Staff believes this approach strikes a balance between fiscal prudence and demonstrating appreciation for employee dedication and service to the Town.

**Council Action Requested**

This item is presented as an **immediate action item** for the Town Council. The accompanying resolution authorizes the Town Administrator, in coordination with the Town Treasurer, to issue one-time bonus payments to eligible employees.

If approved, the payments would be issued as separate payroll disbursements during the **pay period ending March 21, 2026, with a pay date of March 26, 2026**, in a total amount not to exceed **\$75,000**.

This recommendation is jointly submitted by the **Town Administrator and the Town Treasurer** for the Council’s consideration. Approval of the resolution will authorize staff to implement the one-time employee bonus payments accordingly.

The Town Treasurer is available to answer any questions.

<p><b>Budgeted Item:</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> NA  <b>Budgeted Amount:</b> Reallocation from Personnel line items – Budget Savings FY 2026  <b>One-Time Cost:</b> 75,000  <b>Ongoing Cost:</b> NA</p>	<p><b>Continued Date:</b></p>
<p><b>Council Priority:</b> Yes <input type="checkbox"/> No <input type="checkbox"/></p>	<p><b>Approved Date:</b></p>



## Town of Bladensburg, Maryland RESOLUTION NO. 17-2026

**Date Introduced:** March 16, 2026

**Date Adopted:** March 16, 2026

**Date Effective:** March 16, 2026

**A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF  
BLADENSBURG AUTHORIZING A ONE-TIME BONUS PAYMENT TO ELIGIBLE  
TOWN EMPLOYEES FOR FISCAL YEAR 2026**

**WHEREAS**, the Mayor and Council of the Town of Bladensburg recognize the dedication and service of Town employees who provide essential services to the community; and

**WHEREAS**, the Fiscal Year 2026 adopted budget did not include a Cost-of-Living Adjustment (COLA) or merit increases for employees; and

**WHEREAS**, Town staff indicated that the Town’s financial position could be evaluated at mid-year to determine whether funds were available to provide financial recognition to employees; and

**WHEREAS**, the Town Administrator and Town Treasurer have reviewed the current Fiscal Year 2026 budget and determined that savings within the personnel line item have accrued due to operational efficiencies and staffing changes; and

**WHEREAS**, these available funds allow the Town to provide a one-time bonus payment to employees without requiring a budget amendment; and

**WHEREAS**, the Mayor and Council desire to recognize the contributions of Town employees and provide limited financial relief in light of increased cost-of-living expenses; and

**WHEREAS**, staff recommend providing a one-time flat payment of **One Thousand Five Hundred Dollars (\$1,500)** to each eligible full-time employee, for a total amount **not to exceed Seventy-Five Thousand Dollars (\$75,000)**; and

**WHEREAS**, the proposed payments will apply to **forty-four (44) eligible employees** of the Town, excluding the Town Administrator, Mayor, and members of the Town Council; and

**WHEREAS**, any compensation adjustments or bonus payments for the Town Administrator are determined separately by the Mayor and Council in accordance with the Town Administrator’s employment agreement.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the Town of Bladensburg, Maryland, that:

- 1. The Mayor and Council hereby authorize a **one-time bonus payment of \$1,500** to each eligible full-time Town employee, for a **total amount not to exceed \$75,000**.
- 2. The payments shall be issued as **taxable earnings** and funded from available savings within the **FY2026 personnel line item**, requiring no budget amendment.
- 3. The **Town Administrator and Town Treasurer** are hereby authorized to implement this resolution and process the payments as a **separate payroll disbursement**.
- 4. The bonus payments shall be issued during the **pay period ending March 21, 2026, with a payroll date of March 26, 2026**, or as soon thereafter as administratively practicable.
- 5. This payment is a **one-time bonus only** and shall **not constitute a permanent salary increase**, nor shall it be considered part of an employee’s base pay for future compensation calculations.

**AND BE IT FURTHER RESOLVED** that this Resolution shall take effect immediately upon adoption.

Resolution 17-2026 is ADOPTED this \_\_\_\_ day of March, 2026.

Attest:

\_\_\_\_\_  
Michelle Bailey-Hedgepeth  
Town Administrator/ Acting Town Clerk

\_\_\_\_\_  
Takisha D. James, Mayor

<del>Blount, Marilyn</del>	Exempt	
<del>BROWN, TRINA D</del>	Exempt	
<del>Dixon, Kalisha</del>	Exempt	
<del>JAMES, TAKISHA D.</del>	Exempt	
<del>MCBRYDE, CARROL H</del>	Exempt	
<del>Bailey-Hodgepeth, Michelle-Elizabeth</del>	Exempt	6

Amaya, Jessica Cristela	Admin	
JEFFERIES, RAY R	Admin	
Daves, Christina Marie	Admin	
TINELLI, VITO	Admin	4

AYOUB, MAHIR I	PD	
BADON, YVONNA DASHHELL	PD	
CLARK, THERESA	PD	
CRUZ CORNEJO, KARINA	PD	
FRISHKORN, DANIEL JOHN	PD	
Fuentes, Hellen Adriana	PD	
Goins, Brandon Jonathan	PD	
GREENE, KIMBERLY A.	PD	
HARRIS, RYAN M	PD	
HUMPHRIES, DWAYNE KEITH	PD	
Hur, Alex II	PD	
Kinard, Derek B	PD	
Lowery, Andrew Matthew	PD	
McCauley, Jr., Jerry A	PD	
MERRITT, TYRONE RYAN	PD	
Monfort, Leicia	PD	
MOON, BENJAMIN YONG	PD	
Osuji, Kelly Ugochukwu	PD	
Pichardo, Joel T	PD	
PICKERING, JERROLD D	PD	
Poole, Richard Michael	PD	
PORTER, PAUL E	PD	
RAMIREZ PEREA, MARIA ISABEL	PD	
RINEHART, ROGER	PD	
Rodriguez, Naomi Stephania	PD	
Tanksley, Cedrick S	PD	
Thompkins, Darryl Spencer	PD	
THOMPSON, PATRICK STEVEN	PD	
THORNTON, ASIA MONIQUE	PD	
THRELFALL, JOHN R.	PD	
Wade, Sr., Barry Nelson	PD	
Webb, Sr., Kraig Wayne	PD	
Young, Jr., David Lee	PD	33

ALSTON, RONALD COLEMAN	Works	
------------------------	-------	--

CARDOZO, GABINO C	Works	
FUENTES, Awner Ivan	Works	
HALL, Purnell	Works	
Portillo, Salomon	Works	
Watson, Conrad Valentine	Works	
WATSON, ERIC CHARLES	Works	7
<b>Total Eligible</b>		<b>44</b>