

## CITY COUNCIL

CHRISTINE M. JOHNSON  
At-Large

ADRIAN G. SIMMONS  
First Ward

JAMES KOLE  
First Ward

KYLA CLARK  
Second Ward

JEFFREY W. MILLS  
Second Ward

Council meets second and fourth  
Mondays of each month.



KEITH R. SYDNOR  
Mayor

CHRISTIAN L. PULLEY, CPM  
City Administrator

JOANNE HALL BARR  
Deputy City Administrator

STEPHANIE P. ANDERSON  
City Solicitor

SARA A. GREEN, CPM, CMC  
City Clerk

(301) 725-5300

[www.cityoflaurel.org](http://www.cityoflaurel.org)

## MAYOR AND CITY COUNCIL OF LAUREL

8103 Sandy Spring Road  
Laurel, Maryland 20707-2502

### TWENTY-THIRD MEETING OF THE MAYOR AND CITY COUNCIL OF LAUREL MONDAY, DECEMBER 9, 2024

6:00 PM

**AGENDA** (Revised 12/08/2024)

### VIRTUAL MEETING

**Watch the meeting on Laurel TV streaming live in your web browser at <https://laurelvtv.org/watch-live> or locally Laurel TV can be found on Comcast Channel 996 (HD), 71 (SD) or Verizon FiOS Channel 12.**

1. Call to Order – Kyla Clark, President
2. Roll Call - Sara A. Green, CPM, CMC, City Clerk
3. Approval of Minutes
  - November 25, 2024 Regular Meeting
  - November 25, 2024 Closed Session
  - December 4, 2024 Work Session
4. Report of the Mayor and City Council
5. Mayoral Appointments
  - Michael Gray                      Tree Board                      12/09/2024-12/09/2026
  - Donica Sutton                      Education Advisory Committee      12/09/2024-12/09/2026
6. General Public Hearing
7. Bid Recommendation- First Street Improvements- Department of Public Works
8. Sole Source Purchase Recommendation- Ongoing City-wide Replacement of Existing Street Lighting Project- Department of Public Works

9. Bid Recommendation- Lafayette Avenue Improvements- Department of Public Works
10. Architectural and Engineering Firms Contract Continuation Recommendation- Department of Public Works
11. Introduction and First Public Hearing on Resolution No. 5-2024- A Resolution of the Mayor and City Council of Laurel, Maryland Creating the Master Plan Review Committee and Providing an Effective Date
12. Introduction and First Public Hearing on Resolution No. 6-2024- A Resolution of the Mayor and City Council of Laurel, Maryland Declaring a Temporary Moratorium Regarding the Processing of Zoning Matters within the City of Laurel, Maryland and Providing an Effective Date
13. Introduction and First Public Hearing on Ordinance No. 2033- An Ordinance of the Mayor and City Council of Laurel, Maryland to Amend the City of Laurel Police Retirement Plan to Extend the Deferred Retirement Option Plan.
14. Introduction and First Public Hearing on Ordinance No. 2034- An Ordinance of the Mayor and City Council of Laurel, Maryland to Amend the City of Laurel Employees Retirement Plan to Extend the Deferred Retirement Option Plan.
15. Adjournment



# CITY OF LAUREL OFFICE OF THE MAYOR

8103 Sandy Spring Road, Laurel, MD 20707  
Phone: 301-725-5300 ext. 2125 • Fax: 301-725-6831

Item 4.

Keith R. Sydnor  
Mayor

November 25, 2024

## MEMORANDUM

TO: James Kole, Council President  
Laurel City Councilmembers  
FROM: Keith R. Sydnor, Mayor *KRS*  
SUBJ: Mayoral Appointments

I plan to make the following appointments at the December 9, 2024, Mayor and City Council meeting.

### APPOINTMENTS

Michael Gray	Tree Board	12/09/24 – 12/09/26
Donica Sutton	Education Advisory Committee	12/09/24 – 12/09/26

I look forward to your confirmation of these appointments.

ec: Sara A. Green, CPM, CMC, City Clerk



**MAYOR AND CITY COUNCIL OF LAUREL**  
**DEPARTMENT OF PUBLIC WORKS**

305-307 First Street • Laurel, Maryland 20707 (301) 725-0088

<http://www.cityoflaurel.org> • email – [dpw@laurel.md.us](mailto:dpw@laurel.md.us) Fax (301) 498-5266

November 14, 2024

**MEMORANDUM**

To: Mayor Keith Sydnor  
 Council President James Kole  
 Laurel City Councilmembers

Thru: Joanne Hall Barr, Deputy City Administrator *JHB*

From: Tim Miller, Director of Public Works

Subject: Bid Recommendation - First Street Improvements

The Department of Public Works is requesting approval for Construction Project LA 25-002, First Street Improvements.

**Project Scope**

This project includes the two-inch (2") milling and overlay, repair of concrete sidewalk, curb cut outfall swale, riprap, and concrete curbing, at First Street in the City of Laurel, Maryland.

**Bid Results**

At a sealed bid opening at 10:00 AM, on October 16, 2024, the City received a total of ten (10) bids for this project. The bids received ranging from lowest to highest are as follows as were read aloud:

1.	SFMS, LLC	\$55,458.30
2.	Calvert Ready Mix	\$58,166.90
3.	Chamberlain Contractors	\$68,360.00
4.	VMP Construction Co.	\$69,945.00
5.	Espina Paving, Inc.	\$70,774.00
6.	Alcoa Concrete & Masonry, Inc.	\$72,450.00
7.	Arthur Construction Co., Inc.	\$75,302.50
8.	E & R Services, Inc.	\$76,839.00
9.	Ross Contracting, Inc.	\$86,944.50
10.	Francis O. Day Co. Inc.	\$107,219.00

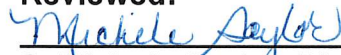
**Funding**

Funding for this project is provided for in the Adopted FY 2025 CIP - First Street Improvement Project.

**Recommendation**

It is recommended that the contract for this project be awarded to SFMS, LLC, a Certified Women's Business Enterprise, Minority Business Enterprise (MBE), Disadvantaged Business Enterprise (DBE), and Small Business Enterprise (SBE), from Gaithersburg, Maryland, for their bid of \$55,458.30, with an additional contingency of \$5,541.70, for a total of \$61,000.00. SFMS, LLC. has previously completed projects for the City.

Should you have any questions or desire further information, please contact Timothy Miller, Director at 301-725-0088, extension 3206.

**Reviewed:**

**S. Michele Saylor, Director**  
**Department of Budget and Personnel Services**



**Date**

cc: Christian L. Pulley, CPM, City Administrator



## MAYOR AND CITY COUNCIL OF LAUREL DEPARTMENT OF PUBLIC WORKS

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November 4, 2024

### MEMORANDUM

TO: Mayor Keith R. Sydnor  
Council President James Kole  
Laurel City Councilmembers

THRU: Joanne Hall Barr, Deputy City Administrator

FROM: Timothy Miller, Deputy Director, Public Works

SUBJ: Sole Source Purchase  
Ongoing Replacement of Existing Metal Halide/High-Pressure Sodium  
Street Lighting and conversion to 150w LED fixture heads.

This is to request the sole source purchase approval for the removal of 187 High Pressure Sodium pendant fixtures in the vicinity of the Villages of Wellington Development, Old Sandy Spring Road, Saratoga Avenue, Shannon Avenue and others. The 187 fixtures will be replaced with 100w and 150w LED Pendant and Colonial Fixtures total. Mapping of the exact fixtures in the scope of work are attached.

This is an ongoing project by the City of Laurel Department of Public works, reducing the number of High-Pressure Sodium and Metal Halide streetlights in the city, which consume more 4 times the energy and may only last 2 to 5 years with longer lasting (25 year expected life) 100w/150w LED fixtures.

The work will be performed by BGE's Division for Outdoor Lighting, BGE is the Public Utility Services provider for gas and electric services for the entire City of Laurel.

### Recommendation

It is recommended that the Mayor and the City Council of Laurel approve this purchase from BGE, an Excelon Company, **for a total of** (Phase I \$95,310.00 and Phase II \$70,679.00) **\$165,989.00** for improvement of energy savings and sustainability at these locations.

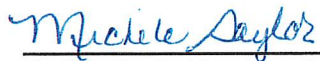


**Funding:**

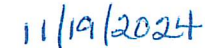
Funding for this project is provided through the FY 2025 CIP – Street Lighting and a \$25,650.00 Enclosure Grant from the Maryland Energy Administration.

Should you have any questions or desire further information, please contact Tim Miller, Director, at (301) 725-0088, extension 3206.

**Reviewed for funding:**



**S. Michele Saylor, Director**  
**Department of Budget and Personnel Services**



**Date**

**Enclosure:**

BGE Phase I & II Pricing  
BGE Lighting Map of the area of fixture replacement  
MEA Streetlight and Outdoor Lighting Efficiency FY 24 Grant Program Agreement

cc: Christian L. Pulley, CPM, City Administrator



**MAYOR AND CITY COUNCIL OF LAUREL**  
**DEPARTMENT OF PUBLIC WORKS**

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November 14, 2024

**MEMORANDUM**

To: Mayor Keith Sydnor  
 Council President James Kole  
 Laurel City Councilmembers

Thru: Joanne Hall Barr, Deputy City Administrator *JHB*

From: Tim Miller, Director of Public Works

Subject: Bid Recommendation - Lafayette Avenue Improvements

The Department of Public Works is requesting approval for Construction Project LA 25-004, Lafayette Avenue Improvements.

**Project Scope**

This project includes the two-inch (2") milling and overlay, replacement of thermoplastic stop bars, crosswalk and bike-lane symbols, on Lafayette Avenue in the City of Laurel, Maryland.

**Bid Results**

At a sealed bid opening at 10:00 AM, on October 16, 2024, the City received a total of ten (10) bids for this project. The bids received ranging from lowest to highest are as follows as were read aloud:

1.	VMP Construction Co.	\$65,940.00* MBE
2.	Calvert Ready Mix	\$65,505.00** Non-MBE
3.	SFMS, LLC	\$67,675.00
4.	E & R Services, Inc.	\$74,630.00
5.	Chamberlain Contracting, LLC	\$79,095.00
6.	Alcoa Concrete & Masonry	\$81,650.00
7.	Ross Contracting, Inc.	\$94,411.00
8.	Francis O. Day, Inc.	\$96,498.00
9.	Espina Paving, Inc.	\$98,575.00
10.	Arthur Construction Co. Inc.	\$99,037.50



**Funding**

Funding for this project is provided in the Adopted FY 2025 CIP - Lafayette Avenue Improvement Project.

**Recommendation**

It is recommended that the contract for this project be awarded to VMP Construction Company, a Minority Business Enterprise (MBE), Disadvantaged Business Enterprise (DBE), and Small Business Enterprise (SBE), from Lanham, MD, 20706, for their bid of \$65,940.00, with an additional contingency of \$6,560.00, for a total of \$72,500.00. VMP. has previously completed projects for the City.

Should you have any questions or desire further information, please contact Timothy Miller, Director at 301-725-0088, extension 3206.

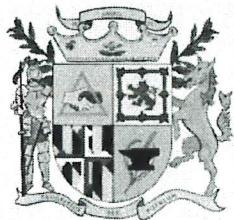
**Reviewed:**

**S. Michele Saylor, Director**  
**Department of Budget and Personnel Services**



**Date**

cc: Christian L. Pulley, CPM, City Administrator



## MAYOR AND CITY COUNCIL OF LAUREL DEPARTMENT OF PUBLIC WORKS

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November 18, 2024

### MEMORANDUM

TO: Joanne Hall Barr, Deputy City Administrator *JHB*  
FROM: Timothy Miller, Deputy Director, Public Works THM  
SUBJ: On-Call Engineering Services

The Department of Public Works is requesting approval to extend the current, On-Call Engineering Contracts with the three firms listed below through July 1, 2025:

EBA Engineering, Inc.  
6100 Chevy Chase Drive, Suite #200  
Laurel, MD. 20707

Century Engineering, A Kleinfelder Company  
10710 Gilroy Road  
Hunt Valley, MD. 21031

KCI Technologies, Inc.  
11830 West Market Place, Suite F  
Fulton, MD. 20759

The continuance of these On-Call Contracts is critical to expending the remainder of the ARPA Funds, completing the FY2025 Capital Improvement Projects and utilizing firms already knowledgeable of City contracts and the City's methodology in designing, bidding and administering these projects. Having firms already knowledgeable in the City's processes will help ensure the completion of the remaining CIP Projects for FY2025.

### Recommendation:

It is recommended that the current On-Call Engineering firms be retained at their current rates and subject to the terms of conditions as described in their AIA Document B102-2017, Standard form of Agreement between Owner and Architect, as executed by the City and these firms back in November and December 2020.

Should you have any questions or desire further information, please contact Timothy Miller, Director at (301) 725-0088, extension 3206.

Cc: Christian Pulley, City Administrator



# CITY OF LAUREL, MARYLAND

## RESOLUTION NO. 5-2024

### RESOLUTION OF THE MAYOR AND CITY COUNCIL OF LAUREL, MARYLAND CREATING THE MASTER PLAN REVIEW COMMITTEE AND PROVIDING AN EFFECTIVE DATE.

*Sponsored by the President at the request of the Administration.*

**WHEREAS**, the City of Laurel is required per State law to review and update the City's Master Plan (Plan) at least once every 10 years; and

**WHEREAS**, the City wishes to create a committee to assist the City's Department of Economic and Community Development to ensure that the Plan addresses the City's vision for future development and economic growth.

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and City Council of the City of Laurel, Maryland, that a Master Plan Review Committee be and hereby is created, with duties as follows:

1. **Name.** The name of the Committee shall be the City of Laurel Master Plan Review Committee.
2. **Purpose and duties.** The Committee shall review the City's current Master Plan, including all of its elements, and make recommendations for revisions to the Plan.
3. **Membership.** The Committee shall consist of ten (10) members, at least seven (7) of which shall be City residents, one (1) shall be a City of Laurel Business Owner (irrespective of residency), and one (1) shall be a Public Safety/Emergency Management professional (irrespective of residency). One (1) non-voting member shall be a subject matter expert from the Laurel Police Department.

#### Requirements for Membership:

- a. Each member shall have an expressed interest in developing a vision for the future development in and growth of the City of Laurel.
- b. Each member shall be appointed and confirmed by the Mayor and City Council. The Mayor shall appoint a Chairperson for the Committee.
- c. The Community Development Coordinator from the Department of Economic and Community Development shall serve as the Secretary of the Committee and shall keep records of Committee meetings. Meetings shall

be held at least monthly and shall be scheduled by the Director of the Department of Economic and Community Development.

**AND, BE IT FURTHER RESOLVED**, that this Resolution shall take effect on the date of its adoption.

**ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**ATTEST:**

\_\_\_\_\_  
**SARA A. GREEN, CPM, CMC**  
City Clerk

\_\_\_\_\_  
**KYLA CLARK**  
President of the City Council

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2024

\_\_\_\_\_  
**KEITH R. SYDNOR**  
Mayor



# CITY OF LAUREL, MARYLAND

## RESOLUTION NO. 6-2024

### A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF LAUREL, MARYLAND DECLARING A TEMPORARY MORATORIUM REGARDING THE PROCESSING OF ZONING MATTERS WITHIN THE CITY OF LAUREL, MARYLAND.

*Sponsored by the President at the request of the Administration.*

**WHEREAS**, Md. Land Use Code Ann., §3-301 “Plan revision” requires that at least once every 10 years, each planning commission review the comprehensive plan and, if necessary, revise or amend the comprehensive plan to include all of (1) the elements required under Subtitle 1, Title 3, Division I of the Land Use Article and (2) the visions outline in §1-201 of the Land Use Article; and

**WHEREAS**, Md. Land Use Code Ann., §3-303 “Periodic review; implementation,” subsection (a) requires that at least once every 10 years a local jurisdiction, such as the City, ensure the implementation of the visions, the development regulations element, and the sensitive areas element of its master plan; and

**WHEREAS**, the City adopted a Master Plan in 1989 that was amended in 1997, eight years later; and

**WHEREAS**, on November 26, 2007, ten years later, adopted a Comprehensive Amendment to the City’s Master Plan (See Ordinance No. 1572); and

**WHEREAS**, on September 28, 2009, the City amended its Master Plan (See Ordinance No. 1647); and

**WHEREAS**, on July 25, 2016, the City amended its most recent Master Plan (See Ordinance No. 1873); and

**WHEREAS**, the City anticipates that it may take up to eighteen (18) months to conduct requisite reviews by City Staff, Planning Commission, and the City Council that will result in a revision of the City’s Master Plan and a Comprehensive Rezoning Plan for the City; and

**WHEREAS**, to comply with the requirements of Md. Land Use Code Ann., §3-301 and §3-303, that the City review its master plans and enact necessary amendments before July 26, 2026, the City must now embark on the process of preparing a new Master Plan and Comprehensive Rezoning Plan; and

**WHEREAS**, it is anticipated that public hearings upon the proposed revisions will be held during 2025 and 2026; and

**WHEREAS**, the Mayor and City Council believe that it would be prudent to place a reasonable moratorium upon the processing of zoning requests, special exception requests, and text amendments during the pendency and review of the new Master Plan and Comprehensive Rezoning Plan, and that said moratorium should thus begin on January 2, 2025 through October 31, 2025, a period of approximately ten (10) months from the adoption of the revised Master Plan and Comprehensive Rezoning Plan; and

**WHEREAS**, the Mayor and City Council believe that said moratorium will allow the City an adequate period of time to complete its review and revision of the Master Plan and Comprehensive Rezoning Plan without requiring the review of and action upon zoning requests, special exception requests and text amendments, which could be in conflict with possible revisions to the City's Master Plan and Comprehensive Rezoning of the City; and

**WHEREAS**, said moratorium provides a reasonable balance between the rights of property owners and the statutory mandate to timely revise the Master Plan and Comprehensive Rezoning Plan; and

**WHEREAS**, this Resolution is not intended to affect or include subdivision of properties in their current zone; site and landscape approvals of properties in their current zone; the issuance of permits for property in their current zone.

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and City Council of Laurel, Maryland that a moratorium on the acceptance and processing of zoning requests, special exception requests and text amendments be and hereby is imposed from January 2, 2025 through October 31, 2025, until the adoption of the new Master Plan and Comprehensive Rezoning Plan.

**ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**ATTEST:**

\_\_\_\_\_  
**SARA A. GREEN, CPM, CMC**  
 City Clerk

\_\_\_\_\_  
**KYLA CLARK**  
 President of the City Council

**APPROVED:**

\_\_\_\_\_  
**KEITH R. SYDNOR**  
 Mayor





## CITY OF LAUREL, MARYLAND

### ORDINANCE NO. 2033

#### **AN ORDINANCE OF THE MAYOR AND CITY COUNCIL OF LAUREL, MARYLAND TO AMEND THE CITY OF LAUREL POLICE RETIREMENT PLAN TO EXTEND THE DEFERRED RETIREMENT OPTION PLAN AND PROVIDING AN EFFECTIVE DATE.**

*Sponsored by the President at the request of the Administration.*

**WHEREAS**, the Mayor and City Council of Laurel, Maryland adopted Ordinance No. 1950 on November 25, 2019 that amended the City of Laurel Police Retirement Plan and extended the Deferred Retirement Option Plan to December 31, 2024, and

**WHEREAS**, the Mayor and City Council of Laurel, Maryland wishes to extend the availability of the Deferred Retirement Option Plan ("DROP") effective as of January 1, 2025, for new DROP participants and postpone the expiration date of the DROP from December 31, 2024 until December 31, 2029; as set forth herein; and

**NOW, THEREFORE, BE IT ENACTED AND ORDAINED**, by the Mayor and City Council of Laurel, Maryland that The City of Laurel Employees Retirement Plan as amended and restated July 1, 2013 (the "Plan") be, and is hereby amended by the Sixth Amendment set forth in Attachment "A" hereto, which attachment is hereby adopted and approved, and is incorporated herein in its entirety by reference

**AND, BE IT FURTHER ENACTED AND ORDAINED**, that this Ordinance shall take effect on the date of its passage.

**PASSED** this \_\_\_\_ day of \_\_\_\_\_, 2024.

**ATTEST:**

\_\_\_\_\_  
**SARA A. GREEN, CPM, CMC**  
City Clerk

\_\_\_\_\_  
**KYLA CLARK**  
President of the City Council

**APPROVED** this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
**KEITH R. SYDNOR**  
Mayor

**SIXTH AMENDMENT TO THE  
CITY OF LAUREL POLICE RETIREMENT PLAN, AS  
AMENDED AND RESTATED**

(EFFECTIVE JULY 1, 2013)

Pursuant to the rights reserved in Section 10.1 of The City of Laurel Police Retirement Plan, as Amended and Restated, effective July 1, 2013, the Plan is hereby amended effective as of January 1, 2025, to extend the availability of the Deferred Retirement Option Plan ("DROP") for new DROP participants and postpone the expiration date of the DROP from December 31, 2024 until December 31, 2029. The changes in this Sixth Amendment are effective January 1, 2025.

1. Section 5.8 is revised to add the following sentence to the end of the first paragraph therein:
  - Effective January 1, 2025, the DROP participation period will be extended until December 31, 2029.
2. Section 5.8(b)(1)(B) is deleted and replaced with the following:
  - Effective on and after January 1, 2025, the effective date of the commencement of the DROP participation period will be the 1st day of any month starting with January 1, 2025 and ending on December 31, 2029 which is on or after the date the requirements of Section 5.8(a) have been satisfied;
3. Section 5.8(c)(1)(D) is amended by the addition of the following language to the end thereof:
  - Effective January 1, 2025, the DROP participation period commencement date must be no later than December 1, 2029.
4. Section 5.8(c)(2) is amended by the addition of the following language to the end thereof:
  - Effective on and after January 1, 2025, Participants can elect to commence participation in the DROP effective as of January 1, 2025 or the first day of any month through December 31, 2029. No new Participants will be added to the DROP after December 31, 2029. However, individuals who are Participants in the DROP by December 31, 2029 will be permitted to remain in the DROP until the expiration of their DROP participation period.

**IN WITNESS WHEREOF**, this Sixth Amendment has been executed this \_\_\_\_ day of November, 2024.

**MAYOR AND CITY COUNCIL OF LAUREL**  
(A Municipal Corporation of the State of Maryland)

By: \_\_\_\_\_



## CITY OF LAUREL, MARYLAND

### ORDINANCE NO. 2034

**AN ORDINANCE OF THE MAYOR AND CITY COUNCIL OF LAUREL, MARYLAND TO AMEND THE CITY OF LAUREL EMPLOYEES' RETIREMENT PLAN TO EXTEND THE DEFERRED RETIREMENT OPTION PLAN AND PROVIDING AN EFFECTIVE DATE.**

*Sponsored by the President at the request of the Administration.*

**WHEREAS**, the Mayor and City Council of Laurel, Maryland adopted Ordinance No. 1950 on November 25, 2019 that amended the City of Laurel Employees Retirement Plan and extended the Deferred Retirement Option Plan to December 31, 2024, and

**WHEREAS**, the Mayor and City Council of Laurel, Maryland wishes to extend the availability of the Deferred Retirement Option Plan ("DROP") effective as of January 1, 2025, for new DROP participants and postpone the expiration date of the DROP from December 31, 2024 until December 31, 2029; as set forth herein; and

**NOW, THEREFORE, BE IT ENACTED AND ORDAINED**, by the Mayor and City Council of Laurel, Maryland that The City of Laurel Employees Retirement Plan as amended and restated July 1, 2013 (the "Plan") be, and is hereby amended by the Eighth Amendment set forth in Attachment "A" hereto, which attachment is hereby adopted and approved, and is incorporated herein in its entirety by reference

**AND, BE IT FURTHER ENACTED AND ORDAINED**, that this Ordinance shall take effect on the date of its passage.

**PASSED** this \_\_\_\_ day of \_\_\_\_\_, 2024.

**ATTEST:**

\_\_\_\_\_  
**SARA A. GREEN, CPM, CMC**  
City Clerk

\_\_\_\_\_  
**KYLA CLARK**  
President of the City Council

**APPROVED** this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
**KEITH R. SYDNOR**  
Mayor

**EIGHTH AMENDMENT TO THE  
CITY OF LAUREL EMPLOYEES' RETIREMENT PLAN, AS  
AMENDED AND RESTATED**

(EFFECTIVE JULY 1, 2013)

Pursuant to the rights reserved in Section 10.1 of The City of Laurel Employee Retirement Plan, as Amended and Restated, effective July 1, 2013, the Plan is hereby amended effective as of January 1, 2025, to extend the availability of the Deferred Retirement Option Plan ("DROP") for new DROP participants and postpone the expiration date of the DROP from December 31, 2024 until December 31, 2029. The changes in this Eighth Amendment are effective January 1, 2025.

1. Section 5.8 is revised to add the following sentence to the end of the first paragraph therein:
  - Effective January 1, 2025, the DROP participation period will be extended until December 31, 2029.
2. Section 5.8(b)(1)(B) is deleted and replaced with the following:
  - Effective on and after January 1, 2025, the effective date of the commencement of the DROP participation period will be the 1st day of any month starting with January 1, 2025 and ending on December 31, 2029 which is on or after the date the requirements of Section 5.8(a) have been satisfied;
3. Section 5.8(c)(1)(D) is amended by the addition of the following language to the end thereof:
  - Effective January 1, 2025, the DROP participation period commencement date must be no later than December 1, 2029.
4. Section 5.8(c)(2) is amended by the addition of the following language to the end thereof:
  - Effective on and after January 1, 2025, Participants can elect to commence participation in the DROP effective as of January 1, 2025 or the first day of any month through December 31, 2029. No new Participants will be added to the DROP after December 31, 2029. However, individuals who are Participants in the DROP by December 31, 2029 will be permitted to remain in the DROP until the expiration of their DROP participation period.

**IN WITNESS WHEREOF**, this Eighth Amendment has been executed this \_\_\_\_ day of November, 2024.

**MAYOR AND CITY COUNCIL OF LAUREL**  
(A Municipal Corporation of the State of Maryland)

By: \_\_\_\_\_

Underlining indicates new language added.

~~Strikethroughs indicate language deleted.~~

\* \* \* Asterisks indicate intervening language and section unchanged.