

**City Council of the City of Glenarden, Maryland
2023 Legislation**

Resolution No: **R-15-2023**
Introduced By: **Council President Derek D. Curtis, II; Council Vice-President Angela D. Ferguson; Councilmember Erika L. Fareed; Councilmember Kathleen J. Guillaume; Councilmember Maurice A. Hairston; Councilmember James A. Herring; Councilmember Robin F. Jones**

Co-Sponsors:
Date of Introduction: **November 7, 2022**
Public Hearing: **November 15, 2022**
Regular Session: **November 21, 2022**

A RESOLUTION TO CENSURE MAYOR CASHENNA A. CROSS

WHEREAS, the City of Glenarden has an elected Council and an elected Mayor; and

WHEREAS, Mayor Cross has engaged in activities on social media and other forums which constitutes conduct unbecoming of an Elected Official; and

WHEREAS, Such activities include, but are not limited to, making untrue, slanderous, libelous, disparaging or demeaning comments about other Elected Officials of the City or City Staff; and

WHEREAS, Engaging in this conduct not only brings the City in disrepute, it incites the masses, endangers the lives and livelihood of Elected Officials of the City or City Staff, and directly affects the City's ability to secure grants from the State of Maryland which provide much needed services for the citizens of Glenarden; and

WHEREAS, Mayor Cross has violated Section 818 (Contract procedure) of the Charter and Code of the City of Glenarden in accepting a \$30,000.00 grant from National Fitness Campaign for a Fitness Court with an estimated value of \$142,350.00 which, upon discovery, had to be cancelled and returned; and

WHEREAS, Mayor Cross has violated Section 404 (Powers and duties generally) (d) & (e) of the Charter and Code of the City of Glenarden in accepting donations without proper consideration and documentation for the City's records and refuses to provide appropriate records when requested by the City Council; and

WHEREAS, Mayor Cross has violated Section 103-1 of the Code of the City of Glenarden in allowing vendors to participate in events without proper payment of fees or proper approval of waiver of said fees; and

WHEREAS, as Elected Officials, we are expected to lead by example and expectations are set forth in the City of Glenarden's Personnel Manual; and

WHEREAS, the Council has observed several acts which it deems to be in violation of the following sections of the City of Glenarden's Personnel Manual:

Chapter XIII: EQUAL EMPLOYMENT OPPORTUNITY

Section 3: Complaint Procedure

"The City prohibits any form of retaliation against any employee for filing a bona fide complaint under this policy..."

Chapter XVI: WORKPLACE SAFETY POLICY:

Section 3: Workplace Violence Prevention

"Threats, threatening language, or any other acts of aggression or violence made toward or by an employee will not be tolerated. A threat may include any verbal or physical harassment or abuse, attempts to intimidate others, menacing gestures, bullying, stalking, or any other hostile, aggressive, and/or destructive actions taken for the purposes of intimidation."

Section 4. Workplace Bullying

The City of Glenarden defines bullying as repeated inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one (1) or more persons against another or others, at the place of work and/or in the course of employment.

The purpose of this policy is to communicate to all employees, including supervisors and Department Heads, that the City of Glenarden will not tolerate bullying behavior. Employees found in violation of this policy shall be terminated.

Bullying may be intentional or unintentional. However, it must be noted that when an allegation of bullying is made, the intent of the alleged bully is irrelevant and will not be given consideration when determining discipline. As in sexual harassment, it is the effect of the behavior on the affected employee that is important. Among other things, the City of Glenarden considers the following types of behavior examples of bullying:

- *Verbal bullying: Profanity, slandering, ridiculing, or maligning a person or his or her family; persistent name calling that is hurtful, insulting or humiliating; using a person as a butt of jokes; abusive and offensive remarks.*
- *.*
- *Exclusion: Socially or physically excluding or disregarding a person in work-related activities. In addition, the following examples may constitute or contribute to evidence of bullying in the workplace:*
 - *Persistent singling out of one person.*
 - *Shouting or raising your voice at an employee in public or in private.*
 - *Public humiliation in any form.*
 - *Constant criticism on matters unrelated or minimally related to the person's job performance or description*
 - *Repeatedly accusing someone of errors that cannot be documented.*
 - *Spreading rumors and gossip regarding employee(s).*

- Manipulating the ability of someone to do his or her work (e.g., overloading, underloading, withholding information, assigning meaningless tasks, setting deadlines that cannot be met, giving deliberately ambiguous instructions).

Chapter XIX: HARASSMENT POLICY

" It is the policy of the City that all employees are entitled to a work atmosphere free from all forms of discrimination including sexual and other types of harassment. The City expressly prohibits any form of unlawful employee harassment based on age, race, color, creed, religion, national origin, ancestry, disability, marital status, sex, sexual orientation, pregnancy, or other protected status, or for any reasons prohibited by these regulations. Improper interference with the ability of City employees to perform their expected job duties is not tolerated. ..."

"... It is the City's policy to take affirmative action to prevent such unwanted contact from occurring and to deal with all such reported incident in a fair, impartial and prompt manner. Each member of management is responsible for creating an atmosphere free of discrimination and harassment, sexual or otherwise. In addition, employees are responsible for respecting the rights of their co-workers."; and

WHEREAS the Council has received complaints which demonstrate a pattern of behavior which amounts to an abuse of power; and

WHEREAS, Mayor Cross has demonstrated unbecoming behavior of an Elected Official by inappropriate, disrespectful, demeaning speech in the hearing of employees; and

WHEREAS, this censure serves as a formal condemnation by the elected body of one of its members; and

WHEREAS, this censure serves as a reprimand with the purpose of reforming the individual to prevent further misconduct; and

WHEREAS, this censure serves notice that the individual's peers find such conduct inappropriate and against the best interests of the City of Glenarden; and

WHEREAS, it is the right and responsibility of the Council as the Legislative branch to check the exercise of authority of the Administrative branch for the best interests of the employees and residents of the City of Glenarden;

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Glenarden, Maryland, sitting in **Regular Session this 21st day of November, 2022** that the Mayor is requested to cease and desist any actions against employees that are in violation of the City of Glenarden's Personnel Manual and to act in good faith in dealing with employees who are essential to the daily operations and prosperity of the City of Glenarden and to cease and desist spreading untruths about the City's Elected Officials; and to comply with the City's Charter and Code.

The City Council of Glenarden, by and through the City Council

Derek D. Curtis, II, Council President

Angela D. Ferguson, Council Vice President

Erika L. Fareed, Councilwoman

Kathleen J. Guillaume, Councilwoman

Maurice A. Hairston, Councilman

James A. Herring, Councilman

Robin Jones, Councilwoman

ATTEST:

Regis Bryant, Acting City Manager

I HEREBY CERTIFY, that on the 21st day of November 2022 with ___ Yes
___ No and ___ Abstention(s) that the Resolution was Approved.

Robin Bailey-Walls, Acting Council Clerk



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Linda Thornton-Thomas

Vice President
Juanita Miller, PhD

Secretary
Carletta Lundy

Assistant Secretary
Sheena Lewis

Treasurer
Michele Wiggins
Assistant Treasurer
John Simms

Members-at-Large
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Dr. Keila Foster
Cassandra Freeman
Terry Hamlin
Delores Howard
Cynthia Jones
Brenda Lipscomb
Antonio Stephen
Andrea Whittiker

NAACP
Prince George's
County Branch 7023-B
9201 Basil Court
Suite 115
Upper Marlboro, Maryland
20774, United States

301-301-433-3900 M
www.PGCNAACP.org

October 11, 2022

Glenarden City Council
8600 Glenarden Parkway
Glenarden, MD 20706 – 1522

Reference: The Proposed Disenfranchisement of Voters

Dear Council Members and the Residents of Glenarden, Maryland:

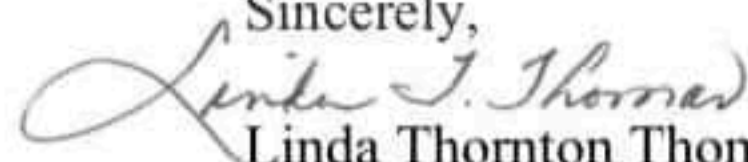
To support and protect one's civil rights, especially one's right to vote, and to guarantee the value of that vote, the National Association for the Advancement of Colored People (NAACP) believes that a healthy, functioning democracy should enable all citizens to participate freely and equitably. The NAACP's mission is to advocate on behalf of those whose voices are weak or whose civil rights have been overlooked. In light of recent developments, we are aware that the Glenarden City Council is seeking to overturn the legal election, as well as the responsibilities of the mayor, and to appoint an administrator to oversee the city's business.

It is imperative to remember the fight over the Fifteenth Amendment in 1870, the 1965 Voting Rights Act, the John Lewis Voting Rights Advancement Act, and subsequent amendments that paved the way for Congress and the federal government to enforce the amendments' protections of the right to vote through legislation designed to fight voter suppression and inequitable voting practices. The struggles caused widespread bitterness among the people as they were huge adversities. This proposed change is as if a javelin is being thrown into the heart of these blood-soaked and hard-fought battles by your proposed ruling/amendment/vote, which ignores the votes of your constituents. Your ability to carry out this mission would compromise the integrity of each of your offices because you are sworn to uphold the charter, policies, and legal voting practices.

We suggest that if you want to make changes that impact your residents so dynamically, you need to abide by your policies, and past practices, and hold an election in which everyone can participate. Moreover, if the goal was to have a more modern approach to leadership, the seasoned council members should have presented this revised approach during the last election.

Moreover, it has been a practice that many people have not been able to access the constitutional rights they so deserve. Our organization has worked tirelessly to uphold these rights despite the unique obstacles voters face. We believe that social justice, racial justice, and representative democracy are inextricably linked. In voting to make this change from the mayor to administrator, you will demonstrate your disregard for Glenarden's voters.

To protect the rights of residents of Prince George's County, we will fight against this change as one of several county organizations. We suggest that as leaders, you do not take away what residents have constitutionally been given.

Sincerely,

Linda Thornton Thomas, President

/Copy: Maryland ACLU
Southern Christian Leadership Conference
Al Sharpton National Action Network
Prince George's County Council
Delegate Nick Charles, PGC Delegation Chairman