



City of Bowie

Regular City Council Meeting

Monday, March 16, 2026
Council Chambers - 8 p.m.

AGENDA

- I. **CALL MEETING TO ORDER**
- II. **PLEDGE OF ALLEGIANCE**
- III. **QUORUM**
- IV. **AGENDA ADDITIONS/DELETIONS/AMENDMENTS**
- V. **CITIZEN PARTICIPATION**
- VI. **PRESENTATIONS**
 - A. Diversity Committee Presentation on Women's History Month
- VII. **CITY BOARDS AND COMMITTEES**
- VIII. **COUNCIL ANNOUNCEMENTS**
- IX. **CITY MANAGER'S REPORT**
- X. **CONSENT AGENDA**
 - A. Adoption of Resolution R-34-26 Waiving the Competitive Bidding Requirements of Section 61 "Purchasing and Contracting" of the Charter of the City of Bowie and Awarding a Contract to Motive Technologies, Inc. in the Amount of \$14,256.00 for the Purchase of Fleet Management Technologies with Related Software Solutions, By Piggybacking a Sourcewell Contract
 - B. Adoption of Resolution R-35-26 Authorizing the Issuance of a Purchase Order to KCI Technologies, Inc. for Task Order/RFP#11-04 in the Amount of \$75,099.48 in Accordance with the Master Contract Approved on January 7, 2019
- XI. **OLD BUSINESS**
 - A. Adoption of Ordinance O-3-26 - Amending the Adopted Budget for the Fiscal Year Beginning July 1, 2025 and Ending June 30, 2026, as Embodied in Ordinance O-4-25 and Amended by Ordinances O-11-25, O-13-25, and O-1-26, to Appropriate Funds in the Amount of \$142,100 for a Network Connectivity Redundancy Project and Fiber Optic Network Expansion Project, and to Appropriate \$67,600 to Replace Tasers for the Police Department and to Account for the Receipt of a Grant From Prince Georges County and Allocate the Grant Funds to Certain Services - **Public Hearing/Eligible for Action**
 - B. Bowie Brighter Strategic Plan
- XII. **NEW BUSINESS**
 - A. Request for Council Approval - New Speed Camera Locations
 - B. Opportunities for County Funding

XIII. ADJOURNMENT

Note: The Ethics Commission has advised that under certain circumstances, members of the public may qualify as lobbyists when they testify before the City Council. If so, the Bowie Ethics Ordinance requires that certain information be filed with the Ethics Commission. Please review the information about lobbying that is provided with the City Clerk. If you have any questions about lobbying, please contact the Ethics Commission or the Assistant City Manager.

This meeting will be televised live on Verizon Channel 10 and Comcast Channel 71 and 996, repeated on 3/18/2026 and 3/21/2026 at 7:00 p.m., and [web-streamed live](#).

For a closed-captioned version of the meeting video, please go to <https://www.youtube.com/user/cityofbowiemd/playlists> and select the 2026 Council Meetings list. Once the meeting video opens, be sure to click on “CC” button to turn on closed captioning.

NEXT REGULAR MEETING OF THE BOWIE CITY COUNCIL - MONDAY, APRIL 6, 2026 - COUNCIL CHAMBERS - 8:00 P.M.



Memorandum

TO: City Council

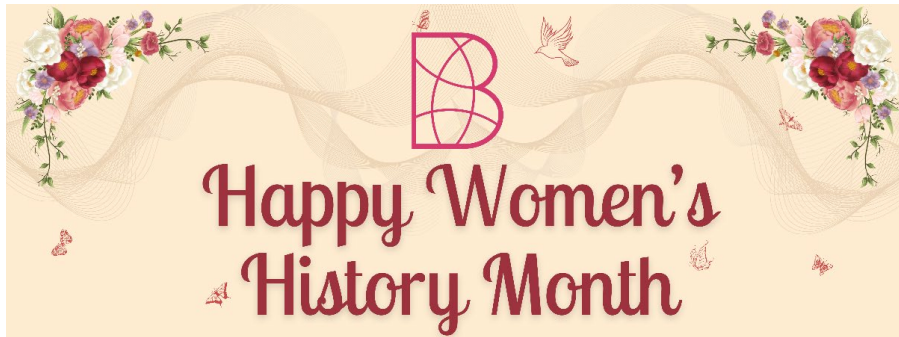
FROM: Nick Spurgeon, Director of Community Services

SUBJECT: Diversity Committee Presentation on Women's History Month

DATE: 03/12/2026

The City of Bowie Diversity Committee will conduct a brief presentation in recognition of Women's History and Heritage Month. This annual observance celebrates the vital contributions women have made to history, culture, and society, while honoring their lasting impact on our community and nation.

ATTACHMENTS: 1. 20260316 - WHM Presentation Diversity Committee



Bowie City Council Meeting Presentation - Diversity Committee

Date: Monday, March 2, 2026

Presented by: Awo Osei-Anto - Diversity Committee Vice Chair

Staff Liaison: Allyssa Jarrett ajarrett@cityofbowie.org

Women's History Month 2026

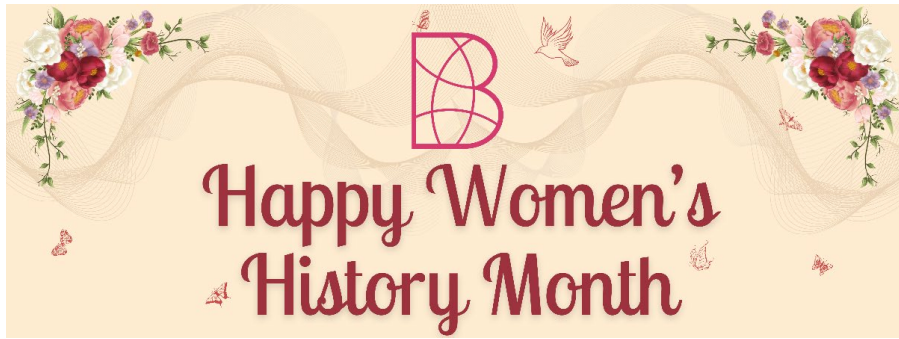
Good evening, Council members and Acting Mayor, I am pleased to represent the Diversity Committee to recognize the women who have shaped our nation, our state, and our own community of Bowie. Women's history is foundational to American history and women have been an integral part of society, from our classrooms to our boardrooms, churches, homes, and our civic life.

Women's History Month began as Women's History Week in 1980, when President Jimmy Carter issued the first presidential proclamation recognizing the contributions of women to the United States. In 1987, after sustained advocacy by educators and historians, Congress expanded the observance to the full month of March. The movement grew from grassroots efforts to ensure that women's contributions, often overlooked or minimized, would be honored and integrated into our shared understanding of who we are as a nation.

The strides women have made over the last century are profound. They broke barriers in education, entering professions once closed to them. Women have shaped public policy, advanced scientific discovery, built businesses, led movements for civil rights and social justice, and strengthened families across generations. Here in Maryland, Prince George's County, and Bowie, we have excellent examples of women who have been central to civic leadership, education, public service, and entrepreneurship.

And yet, while much progress has been made, challenges remain. Women continue to experience wage disparities compared to men. Women, particularly women of color, are underrepresented in senior leadership positions across sectors. Many shoulder a disproportionate share of caregiving responsibilities while navigating careers. Access to affordable childcare, maternal health disparities, and economic security in retirement remain pressing concerns. Recognizing Women's History Month means honoring achievements, but it also means acknowledging the work that still lies ahead.

The story of women in America is one of persistence, leadership, and courage. It is a story that continues to unfold in cities like Bowie, where women are shaping the next chapter.



In that spirit, the Diversity Committee would like to highlight several accomplished women with strong ties to Bowie, Prince George's County, and Maryland who exemplify leadership and service.

Dr. Aminta H. Breaux - President, Bowie State University

Dr. Aminta Breaux serves as President of Bowie State University, Maryland's oldest historically Black university. Under her leadership, the university has expanded academic programs, strengthened community partnerships, and advanced initiatives in STEM and student success. Her work directly impacts Bowie residents and reinforces the city's role as a center for higher education and opportunity.

Senator Joanne C. Benson - Former Maryland State Senator, Prince George's County

Senator Joanne Benson represented Prince George's County in the Maryland General Assembly and was a strong advocate for education, public safety, and community development. A longtime educator and public servant, she has devoted decades to strengthening opportunities for families across the county. Her leadership has had a lasting impact on policy and civic engagement in our region.

Eva Cassidy - Renowned Vocalist & Musician

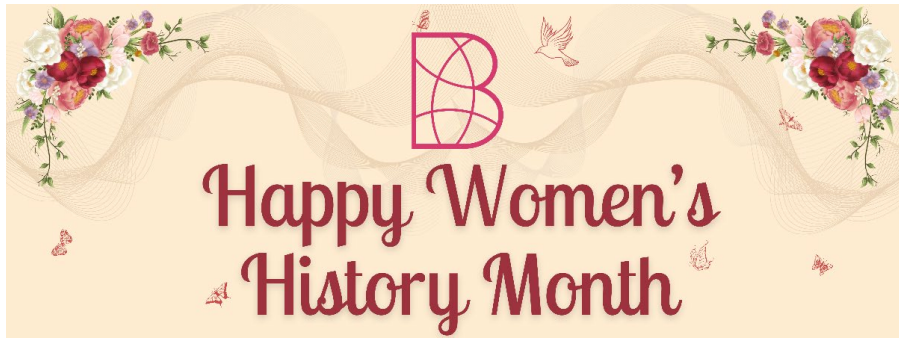
Born in Washington, D.C., Cassidy lived in Bowie and attended Bowie High School. She became internationally acclaimed posthumously for her emotionally powerful interpretations of jazz, folk, and blues. Her albums have topped charts worldwide and influenced generations of vocalists.

Sheila R. Tillerson Adams - Pioneering Jurist

Judge Sheila Tillerson Adams was a trailblazer in the Prince George's County legal system as the first African American woman to serve as deputy county attorney and later as a District Court judge. She went on to become Chief and Administrative Judge of the Circuit Court, where she emphasized community engagement and innovative approaches to youth justice before retiring in 2023.

Elizabeth M. Hewlett - Trailblazer in Public Service and Planning

Elizabeth Hewlett served as Chair of the Prince George's County Planning Board, the first woman and first African American to hold that role. Over her 22-year tenure, she guided major development projects, park system enhancements, and community planning efforts that shaped growth across the County. After retirement, she was appointed Vice Chair of the National Capital Planning Commission, continuing her influence in regional planning and civic leadership.



Women's history is our history. It is the story of resilience, contribution, and leadership. As we observe Women's History Month, may we continue to recognize achievements, confront remaining challenges, and ensure that opportunity in Bowie is accessible to all.



Memorandum

TO: City Council

FROM: Hyung Ahn, Director of Public Works

SUBJECT: Waive Bidding for the Purchase of Fleet Management Technologies with Related Software Solutions - Resolution R-34-26

DATE: 03/12/2026

The FY26 budget allows for the purchase of Fleet Management Technologies, which will be used by the Public Works Department. The Public Works Department located a contract awarded by Sourcewell, a unit of Minnesota State Government formed for cooperative bidding purposes, to Motive Technologies, Inc. (Master Agreement #102924), for Fleet Management Technologies with Related Software Solutions meeting the needs of the Public Works Department. The cost for these services for the remainder of FY26 is \$14,256.00, which is within the budgeted amount. The proposed contract price for the services to be procured will potentially exceed fifty thousand dollars with the Contract Renewals for FY27-29.

The Sourcewell contract may be deemed not substantially equivalent to the City's procurement practices for purposes of applying the cooperative bidding section of the City Charter, because Sourcewell charges a fee to participating vendors. The Department investigated whether better results might be obtained through piggybacking another entity. The prices received were greater than the price offered under the Sourcewell contract. Therefore, in the Department's judgment, good cause exists under Section 61(b)(3) of the Charter to waive the competitive procurement requirements of Section 62. The waiver requires the affirmative vote of 2/3 of the Council.

In accordance with City Charter Section 61, we are requesting that Council waive bidding requirements and Award a Contract to Motive Technologies, Inc. in the amount of \$14,256.00.

I concur with the above recommendation and request your approval of Resolution R-34-26.

ATTACHMENTS: 1. 20260316 - Resolution R-34-26

RESOLUTION
OF THE COUNCIL OF THE CITY OF BOWIE, MARYLAND
WAIVING THE COMPETITIVE BIDDING REQUIREMENTS OF SECTION 61
“PURCHASING AND CONTRACTING” OF THE CHARTER OF THE CITY OF
BOWIE AND AWARDING A CONTRACT TO MOTIVE TECHNOLOGIES, INC. IN
THE AMOUNT OF \$14,256.00 FOR THE PURCHASE OF
FLEET MANAGEMENT TECHNOLOGIES WITH RELATED SOFTWARE
SOLUTIONS, BY PIGGYBACKING A SOURCEWELL CONTRACT

WHEREAS, the Charter of the City of Bowie, Maryland (hereinafter, “the City”) requires, in section 61, that all expenditures for inter alia, materials, construction of public improvements or contractual services involving more than fifty thousand dollars be made by written contract upon sealed bids to the lowest responsible bidder, except where the City Council by two-thirds (2/3) vote of its members waives the bidding requirement for good cause shown; and

WHEREAS, the FY26 budget allows for the purchase of Fleet Management Technologies, which will be used by the Public Works Department; and

WHEREAS, the Public Works Department located a contract awarded by Sourcewell, a unit of Minnesota State Government formed for cooperative bidding purposes, to Motive Technologies, Inc. (Master Agreement #102924), for Fleet Management Technologies with Related Software Solutions meeting the needs of the Public Works Department; and

WHEREAS, the cost for these services for the remainder of FY26 is \$14,256.00, which is within the budgeted amount. The proposed contract price for the services to be procured will potentially exceed fifty thousand dollars with the Contract Renewals for FY27-29; and

WHEREAS, the Sourcewell contract may be deemed not substantially equivalent to the City’s procurement practices for purposes of applying the cooperative bidding section of the City Charter, because Sourcewell charges a fee to participating vendors; and

WHEREAS, the Department investigated whether better results might be obtained through piggybacking another entity; and

WHEREAS, the prices received were greater than the price offered under the Sourcewell contract; and

WHEREAS, in the Department’s judgment, good cause exists under Section 61(b)(3) of the Charter to waive the competitive procurement requirements of Section 62; and

WHEREAS, the proposed contract price for the services to be procured will potentially exceed fifty thousand dollars and the City Council deems the aforesaid economic efficiencies to constitute good cause to waive the bidding requirements otherwise required by the Charter; and

WHEREAS, the waiver requires the affirmative vote of two-thirds of the Council.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Bowie, Maryland, by at least a two-thirds (2/3) vote of its members, that:

Section 1. The competitive bidding requirements of Section 61 of the Bowie City Charter for good cause shown, are hereby waived.

Section 2. The City Manager is hereby authorized to enter into an agreement with the said company for the above mentioned services.

INTRODUCED AND PASSED by the Council of the City of Bowie, Maryland at a meeting on March 16, 2026, by a vote of at least two-thirds (2/3) of the members of the Council.

ATTEST:

THE CITY OF BOWIE, MARYLAND

Awilda Hernandez, MMC
City Clerk

H.L. Dufour Woolfley
Acting Mayor



Memorandum

TO: City Council

FROM: Hyung Ahn, Director of Public Works

SUBJECT: RFP/Task Order #11-04 On-Site Senior Construction Inspector - Resolution R-35-26

DATE: 03/12/2026

On January 7, 2019 and February 4, 2019, the City entered into an Architect/Engineering Open End Agreement for Category 11-Planning and Administrative for A/E Services with KCI Technologies, Inc. (KCI) of Sparks, Maryland; Rummel, Klepper & Kahl, LLP (RK&K), of Baltimore, MD; and Hill International, Inc. (Hill) of Glen Burnie, MD. Professional Services delivered through these Agreements are negotiated and procured on a Task Order basis as the City's needs arise.

On March 11, 2026, the Public Works Department advertised a Notice of Intent to Negotiate with KCI for FY26 Task Order/RFP#11-04 On-Site Senior Construction Inspector under the Architect/Engineering Open End Agreement. A Proposal was received and accepted from KCI for this task and selected based on experience, qualifications, cost, capacity to perform in a timely manner and understanding of the scope of services.

In accordance with City Charter Section 61(b)(4), a fee of \$75,099.48 for the required services was negotiated. This will be funded from FY26 Public Works Solid Waste Professional Services Budget.

The Public Works Department recommends that Council authorize the issuance of a Purchase Order to KCI for Task Order/RFP#11-04 pursuant to the Master Contract approved on January 7, 2019.

ATTACHMENTS: 1. 20260316 - Resolution R-35-26

RESOLUTION
OF THE COUNCIL OF THE CITY OF BOWIE, MARYLAND
AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER TO KCI
TECHNOLOGIES, INC. FOR TASK ORDER/RFP#11-04 IN THE AMOUNT OF
\$75,099.48 IN ACCORDANCE WITH THE MASTER CONTRACT APPROVED ON
JANUARY 7, 2019

WHEREAS, on March 11, 2026, the Public Works Department advertised a Notice of Intent to Negotiate with KCI for FY26 Task Order/RFP#11-04 On-Site Senior Construction Inspector; and

WHEREAS, there are three (3) firms which have open ended professional services agreements with the City for Planning and Administrative A/E Services. These firms include KCI Technologies, Inc. (KCI) of Sparks, Maryland, Rummel, Klepper & Kahl, LLP (RK&K), of Baltimore, MD and Hill International, Inc. of Glen Burnie, MD; and

WHEREAS, a Proposal was received and accepted from KCI for this task and selected based on experience, qualifications, cost, capacity to perform in a timely manner and understanding of the scope of services; and

WHEREAS, in accordance with City Charter Section 61(b)(4), a fee of \$75,099.48 for the required services was negotiated. This will be funded from FY26 Public Works Solid Waste Professional Services Budget.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Bowie, Maryland, in accordance with City Charter Section 61(b)(4), a fee of \$75,099.48 for the required services was negotiated. This will be funded from FY26 Public Works Solid Waste Professional Services Budget.

INTRODUCED AND PASSED by the Council of the City of Bowie, Maryland at a meeting on March 16, 2026.

ATTEST:

THE CITY OF BOWIE, MARYLAND

Awilda Hernandez, MMC
City Clerk

H.L. Dufour Woolfley
Acting Mayor



Memorandum

TO: City Council

FROM: Lola Ogunremi, Assistant Finance Director

SUBJECT: An Ordinance Approving Supplemental Appropriations for the Annual Budget for Fiscal Year 2026 - Ordinance O-3-26

DATE: 03/12/2026

Ordinance O-3-26 proposes to amend the City's Fiscal Year 2026 Annual Budget to provide additional appropriations for the following purpose:

\$142,100 in additional funding is requested to address the Network Connectivity Redundancy and Expansion Fiber Optic Project. Due to a critical increase in the scope of work — specifically a change in fiber optic design, engineering, and procurement services to expand project to the new Ice Arena and adjacent Golf Course — additional funding is required to design Phase II of this project. This amendment ensures the project remains on track for its scheduled completion in FY2027. The project is 100% funded by the PEG funds received via our Franchise Agreements with Comcast and Verizon.

The City has received a grant of \$42,500 from Prince George's County for approved housing, fair housing and homelessness services. The Grants department is requesting that an additional \$42,500 be appropriated for housing assistance.

\$67,600 is requested from the Police Department to replace Tasers no longer in warranty. Tasers are an integral part of policing, they are a required piece of equipment for the City of Bowie Police Department. Presently, the Tasers that are issued to the City's Police Officers are more than five (5) years old and are now out of warranty. This presents potential challenges if the Tasers are ineffective upon use, which exposes the City to the potential for civil exposure. Therefore, it is incumbent upon the City to replace the existing Tasers in use with newer Tasers that are fully under warranty.

ATTACHMENTS: 1. 20260316 - Ordinance O-3-26

ORDINANCE
OF THE COUNCIL OF THE CITY OF BOWIE, MARYLAND
AMENDING THE ADOPTED BUDGET FOR THE FISCAL YEAR BEGINNING
JULY 1, 2025 AND ENDING JUNE 30, 2026, AS EMBODIED IN ORDINANCE
O-4-25 AND AMENDED BY ORDINANCES O-11-25, O-13-25, AND O-1-26,
TO APPROPRIATE FUNDS IN THE AMOUNT OF \$142,100 FOR A NETWORK
CONNECTIVITY REDUNDANCY PROJECT AND FIBER OPTIC NETWORK
EXPANSION PROJECT, AND TO APPROPRIATE \$67,600 TO REPLACE TASERS
FOR THE POLICE DEPARTMENT AND TO ACCOUNT FOR THE RECEIPT OF A
GRANT FROM PRINCE GEORGE'S COUNTY AND ALLOCATE THE GRANT
FUNDS TO CERTAIN SERVICES

WHEREAS, as required by the Local Government Article of the Annotated Code of Maryland and the Charter of the City of Bowie, the Bowie City Council (hereinafter, "the City Council") adopted Ordinance No. O-4-25 to appropriate funds for the several objects and purposes for which the City intended to provide for the Fiscal Year beginning July 1, 2025, and ending June 30, 2026; and

WHEREAS, Ordinance No. O-4-25 was amended by Ordinance No. O-11-25, O-13-25 and O-1-26; and

WHEREAS, in accordance with Section 45 of the City Charter, no public money may be expended without having been appropriated by the City Council; and

WHEREAS, supplemental appropriations are necessary to reflect additional expenditures that were not included in Ordinances O-4-25 as amended; and

WHEREAS, an additional appropriation to the Appropriated Fund Balance of \$142,100 is required to facilitate immediate design, engineering, and procurement services to the Network Connectivity Redundancy and Fiber Optic Network Expansion Project and an additional appropriation of \$67,600 to the Appropriated Fund Balance is required to replace Tasers for the Police Department; and

WHEREAS, the City wishes to allocate \$142,100 hereby appropriated to the Business Operations expense line item for the Network Connectivity Redundancy and Fiber Optic Network Expansion Project and to allocate \$67,600 hereby appropriated to the Police Department line item for the acquisition of replacement Tasers for the Police Department; and

WHEREAS, the City has received additional revenue in the amount of \$42,500 through a grant from Prince George's County ("the Housing Grant") for which the adopted budget did not account; and

WHEREAS, the City wishes to appropriate the monies received through the Housing Grant to the City Manager line item to make corresponding expenditures of \$42,500 for approved housing and homelessness-related services; and

WHEREAS, pursuant to Md. Code Ann., Local Gov't Article, § 5-205, the City may spend money for a purpose different from the purpose for which the money was appropriated or spend money not appropriated at the time of the annual levy if approved by a two-thirds vote of all the individuals elected to the Council; and

WHEREAS, City Charter, Sec. 12 "Procedure for enacting ordinances" requires that ordinances become effective at the expiration of thirty (30) calendar days following their passage by the City Council.

NOW, THEREFORE, BE IT ORDAINED AND ENACTED, by the Council of the City of Bowie, Maryland that the Budget for the Fiscal Year beginning July 1, 2025, ending June 30, 2026, as adopted by Ordinance O-4-25, amended by O-11-25, O-13-05 and O-1-26; is further amended as follows:

GENERAL FUND

ESTIMATED REVENUES

Revenues and Other Financing Sources	[\$71,419,500]	\$ 71,462,000
Appropriated Fund Balance	<u>[19,846,800]</u>	<u>20,056,500</u>
TOTAL REVENUES	[<u>\$91,798,400</u>]	<u>\$92,050,600</u>

APPROPRIATION BY ACTIVITY

City Manager	[\$2,036,000]	\$ 2,078,500
Business Operations	[867,400]	1,009,500
Police	<u>[18,069,600]</u>	<u>18,137,200</u>
TOTAL APPROPRIATIONS	[<u>\$91,798,400</u>]	<u>\$92,050,600</u>

AND, BE IT FURTHER ORDAINED BY THE COUNCIL OF THE CITY OF BOWIE that, this Ordinance shall become effective thirty (30) days after its enactment by the Council of the City of Bowie, Maryland provided that it has been approved by a vote of 2/3 of the City Council and a fair summary of this Ordinance is published at least once prior to the passage and at least once within ten (10) days after the date of passage in a newspaper having general circulation in the City.

INTRODUCED by the Council of the City of Bowie, Maryland at a meeting on March 2, 2026.

PASSED by the Council of the City of Bowie, Maryland at a meeting on _____, 20____.

ATTEST:

THE CITY OF BOWIE, MARYLAND

Awilda Hernandez, MMC
City Clerk

H.L. Dufour Woolfley
Acting Mayor

**APPROVED AS TO FORM AND
SUFFICIENCY:**

Elissa D. Levan
City Attorney



Memorandum

TO: City Council

FROM: Daniel Mears, Acting City Manager

SUBJECT: Bowie Brighter Strategic Plan

DATE: 03/12/2026

Following work by the City Council, community engagement in the summer of 2024, establishment of the City's Mission, Vision, Values, and Goals, the City Council tasked staff with the development of objectives and initiatives for its strategic plan. Through the spring of 2025 a cross-department team of employees developed the initiatives to support the strategic plan. The City's SPARK Team presented the plan along with Priority Initiatives to the City Council in August 2025. Staff then returned to work to incorporate funding needs into the draft of the FY 2027 budget.

Members of the SPARK Team will present the final Bowie Brighter Strategic Plan to the City Council, highlighting all of the initiatives that have been included in support of the City's Mission and Vision. The presentation will cover the initiatives in advance of the City Council's review of the proposed budget beginning in April 2026. It is anticipated that discussion of the specific items and their inclusion in the budget will take place during the City Council's budget worksessions.

ATTACHMENTS:

1. 20260316 - Bowie Brighter Strategic Plan - with cover
2. 20260316 - Bowie Brighter Presentation - March 2026

STRATEGIC PLAN

Bowie

BRIGHTER

smart choices. stronger community.



City of Bowie, MD Strategic Plan

As of April 14, 2025

This strategic plan includes...

- Mission and vision statements drafted by Council, reviewed by senior staff with feedback from mid-level managers and the community, and finalized by Council
- Values and values statements from staff and reviewed by Council
- Goals and goals statements from staff and reviewed by Council
- Outcome measures, objectives, and initiatives from the SPARK Team

The Strategic Planning Framework





Mission & Vision

The mission statement is:

To provide high standard, cost-efficient services that enhance the quality of life in Bowie.

The vision statement is:

A thriving and inclusive community with great services where people aspire to live, work, and play.



Values

Values and value statements

Respect

We value everyone's concerns and contributions.

Improvement

We evaluate, innovate, and implement new methods to deliver high quality services.

Accountability

We are responsive and responsible for our decisions, actions, and outcomes.

Collaboration

We listen, compromise, share, and establish lines of communication with stakeholders.

Integrity

We are equitable and transparent in our interactions and the services we provide.

Goals and Goal Statements

Safe Community	<ul style="list-style-type: none"> • Improve safety in the community through education, engagement, and resource commitment
Connected and Informed Community	<ul style="list-style-type: none"> • Foster opportunities for community members to engage with their government
Sustainable Practices	<ul style="list-style-type: none"> • Incorporate and prioritize environmentally friendly and long-lasting actions
Responsive Service Delivery	<ul style="list-style-type: none"> • Adapt current services to address emerging community priorities
Staff Development	<ul style="list-style-type: none"> • Recruit, train, and retain the best people for today and the future

Goals and goal statements with outcome measures

Safe Community	Improve safety in the community through education, engagement, and resource commitment
<ul style="list-style-type: none"> • As measured by: • The number of current users vs number of new users on Alert Bowie and new social media • Reduce crimes against persons and property by 10% 	

Objectives: What we must do well today or barriers we must overcome

Objective 1.1: Improve the process to better route emergency and non-emergency reporting	Objective 1.2: Increase cross-departmental conversations about safety	Objective 1.3: Update safety infrastructure on City property
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Initiatives:

<p>1A. Execute targeted and timely updates and follow-up on safety issues across all communication channels</p> <p>1B. Diversify the type of content on Bowie alerts</p> <p>1C. Update the resident reporting systems to better respond to emergencies*</p> <p>1D. Develop crime safety preventative measure campaign: “chief chats”, YouTube, social media campaign</p> <p>1E. Explore alternative safety/operational resources: drones, cameras, better lighting, emergency phones, etc.</p>
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**Initiatives with an asterisk indicate priority initiatives*

Connected and Informed Community	Foster opportunities for community members to engage with their government
As measured by: <ul style="list-style-type: none"> • Number of community events • Participation at events, Council meetings, and on social media • Survey response rates 	

Objectives: What we must do well today or barriers we must overcome

Objective 2.1: Promote information sharing at events	Objective 2.2: Increase community participation and public engagement	Objective 2.3: Conduct outreach prior to “special events”
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Initiatives:

2A. Have more cross-departmental participation at regional events to promote their services* 2B. Explore opportunities to make Council meetings more engaging (including time of day) 2C. Implement community pulse surveys (Use polls in Alert Bowie?) 2D. Diversify the type of content on Alert Bowie and social media
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Initiatives with an asterisk indicate priority initiatives

Sustainable Practices	Incorporate and prioritize environmentally friendly and long-lasting actions
As measured by: <ul style="list-style-type: none"> • Completion of the Environmental Action Plan • Per Capita tonnage of solid waste • Reduce City of Bowie carbon footprint 	

Objectives: What we must do well today or barriers we must overcome

Objective 3.1: Reduce solid waste disposal tonnage	Objective 3.2: Operate as a Smart City	Objective 3.3: Reduce fuel usage/increase alternative fuel usage
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Initiatives:

3A. Implement Environmental Action Plan 3B. Complete trail system and Wayfinding plan 3C. Develop internal Native Species policy 3D. Implement Smart City Framework* 3E. Create a green fleet policy 3F. Develop programs for energy efficiency, alternative fuels, and renewables on City facilities and through resident programs (e.g. solar farm, EV charging stations, etc.)* 3G. Expand food waste services*
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Initiatives with an asterisk indicate priority initiatives

Responsive Service Delivery	Adapt current services to address emerging community priorities
As measured by: <ul style="list-style-type: none"> • Community customer satisfaction and number of respondents on surveys • Resident participant and engagement at events and on social media 	

Objectives: What we must do well today or barriers we must overcome

Objective 4.1: Offer more accessible information (People with disabilities, English for Speakers of Other Languages, residents)	Objective 4.2: Identify barriers to community members using City services	Objective 4.3: Identify emerging community priorities
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Initiatives:

4A. Make all materials and website accessible by 2026 (State requirement)* 4B. Translate materials into Spanish 4C. Disseminate targeted service documents more often via all communication channels 4D. Address community needs and determine the budget to support them by hosting a cross-departmental retreat to consider topics such as sustainability, safety, and technology 4E. Implement a customer satisfaction survey (either City-wide or department-specific)
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Initiatives with an asterisk indicate priority initiatives



Staff Development	Recruit, train, and retain the best people for today and the future
As measured by:	
<ul style="list-style-type: none"> • Employee surveys • Time to fill open positions 	

Objectives: What we must do well today or barriers we must overcome

Objective 5.1: Create individual training paths	Objective 5.2: Expand positional stratification	Objective 5.3: Develop methods to measure employees	Objective 5.4: Provide leadership development training
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Initiatives:

<p>5A. Create individual employee interest assessment for training</p> <p>5B. Develop employee surveys*</p> <p>5C. Develop comprehensive stratification plan</p> <p>5D. Develop a cross-training and shadowing program</p> <p>5E. Develop budget for training and training paths</p> <p>5F. Create quick link and QR code referring people to information page on website that lists careers for wider community visibility</p> <p>5G. Create a more comprehensive performance evaluation process (including a 360 review, mid-year review, more consistent check-ins, etc.)</p> <p>5H. Create an on-boarding program including new hire orientation, on-the-job training, and introductions around the City</p>
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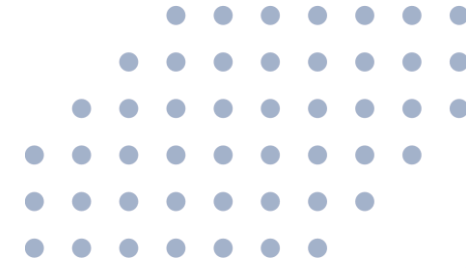
Initiatives with an asterisk indicate priority initiatives

Priority Initiatives:

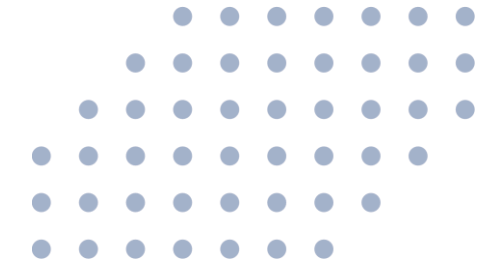
Initiative Number	Initiative	Owner
4A	Make all materials and website accessible by 2026 (State requirement)	Communications
2A	Have more cross-departmental participation at regional events to promote their services	Community Services
5B	Develop employee surveys	Human Resources
3D	Implement Smart City Framework	Information Technology
3G	Expand food waste services	Public Works & Planning and Sustainability
3F	Develop programs for energy efficiency, alternative fuels, and renewables on City facilities and through resident programs (e.g. solar farm, EV charging stations, etc.)	Planning and Sustainability & Business Operations
1C	Update the resident reporting systems to better respond to emergencies	Communications, Police, & Public Works

Bowie

BRIGHTER



MISSION & VISION



Mission Statement

To provide high standard, cost-efficient services that enhance the quality of life in Bowie.

Vision Statement

A thriving and inclusive community with great services where people aspire to live, work, and play.



CORE VALUES

> **Respect**

We value everyone's concerns and contributions

> **Improvement**

We evaluate, innovate, make changes, and implement new methods to deliver high quality services

> **Accountability**

We are responsive and responsible for our decisions, actions, and outcomes

> **Collaboration**

We listen, compromise, share, and establish lines of communication with stakeholders

> **Integrity**

We are equitable and transparent in our interactions and the services we provide

GOAL 1: SAFE COMMUNITY

Improve safety in the community through education, engagement, and resource commitment

Objectives

1.1

Improve the process to better route emergency and non-emergency reporting

1.2

Increase cross-departmental conversations about safety

1.3

Update safety infrastructure on City property

SERVICE WITH INTEGRITY



GOAL 1: SAFE COMMUNITY



As Measured By:

- 1** The number of current users vs number of new users on Alert Bowie and new social media
- 2** Reduce crimes against persons and property by 10%

GOAL 1: SAFE COMMUNITY

> Initiatives

- 1A:** Execute targeted and timely updates and follow-up on safety issues accross all communication channels
- 1B:** Diversify the type of content on Bowie alerts
- 1C:** Update the resident reporting systems to better respond to emergencies
- 1D:** Develop crime safety preventative measure campaign: “chief chats”, YouTube, Social Media
- 1E:** Explore alternative safety/operational resources: drones, cameras, lighting, etc.



GOAL 2: CONNECTED AND INFORMED COMMUNITY

Foster opportunities for community members to engage with their government

Objectives

2.1

Promote information sharing at events

2.2

Increase community participation and public engagement

2.3

Conduct outreach prior to “special events”

GOAL 2: CONNECTED AND INFORMED COMMUNITY



As Measured By:

- 1** Number of community events
- 2** Participation at events, Council meetings, and on social media
- 3** Survey response rates

GOAL 2: CONNECTED AND INFORMED COMMUNITY

> Initiatives

2A: Have more cross-departmental participation at regional events to promote their services

2B: Explore opportunities to make Council meetings more engaging

2C: Implement community pulse surveys

2D: Diversify the type of content on Alert Bowie and social media



GOAL 3: SUSTAINABLE PRACTICES

Incorporate and prioritize environmentally friendly and long-lasting actions

Objectives

3.1

Reduce solid waste disposal tonnage

3.2

Operate as a Smart City

3.3

Reduce Fuel usage/increase alternative fuel usage

GOAL 3: SUSTAINABLE PRACTICES



As Measured By:

- 1** Completion of the Environmental Action Plan
- 2** Per Capita tonnage of solid waste
- 3** Reduce City of Bowie carbon footprint

GOAL 3: SUSTAINABLE PRACTICES

> Initiatives

3A: Implement Environmental Action Plan

3B: Complete trail system and Wayfinding plan

3C: Develop internal Native Species policy

3D: Implement Smart City Framework



GOAL 3: SUSTAINABLE PRACTICES

> Initiatives Continued

3E: Create a green fleet policy

3F: Develop programs for energy efficiency, alternative fuels, and renewables on City facilities and through resident programs

3G: Expand food waste services



GOAL 4: RESPONSIVE SERVICE DELIVERY

Adapt current services to address emerging community priorities

Objectives

4.1

Offer more accessible information for people with disabilities and Non-English speakers

4.2

Identify barriers to community members using City services

4.3

Identify emerging community priorities

GOAL 4: RESPONSIVE SERVICE DELIVERY



As Measured By:

- 1** Community customer satisfaction and number of respondents on surveys
- 2** Resident participation and engagement at events and on social media

GOAL 4: RESPONSIVE SERVICE DELIVERY

> Initiatives

4A: Make all materials and website accessible by 2026

4B: Translate materials into Spanish

4C: Disseminate targeted service documents more often via all communication channels

4D: Address community needs and determine the budget to support them by hosting a cross-departmental retreat

4E: Implement a customer satisfaction survey





GOAL 5: STAFF DEVELOPMENT

Recruit, train, and retain the best people for today and the future

Objectives

5.1

Create individual training paths

5.2

Expand positional stratification

5.3

Develop methods to measure employees

5.4

Provide leadership development training

GOAL 5: STAFF DEVELOPMENT



As Measured By:

- 1 Employee Surveys
- 2 Time to fill open positions

GOAL 5: STAFF DEVELOPMENT

> Initiatives

5A: Create individual employee interest assessment for training

5B: Develop employee surveys

5C: Develop comprehensive stratification plan

5D: Develop cross-training and shadowing program



GOAL 5: STAFF DEVELOPMENT

> Initiatives Continued

5E: Develop budget for training & training paths

5F: Create quick link and QR code referring people to information page on website that lists careers for wider community visibility

5G: Create a more comprehensive performance evaluation process

5H: Create an on-boarding program including new hire orientation, on-the-job training, and introductions around the City



THANK YOU





Memorandum

TO: City Council

FROM: Dwayne Preston, Police Chief

SUBJECT: Request for Approval - New Speed Camera Locations

DATE: 03/12/2026

The City of Bowie Police Department is requesting approval to add speed cameras to new locations which have been identified as having problems with speeding and related negligent driving. The Maryland Transportation Article 21-809 and City Code §14-17B, permit the use of speed cameras in both school zones (operational M-F 6:00 AM to 8:00 PM) and residential zones (operational 24-7). The City currently has 12 cameras which are rotated between 41 current locations. These locations are advertised using various media and are listed on the City's website.

Below are additional locations assembled from City Council members, community complaints, Public Works, and Police Department personnel, which will benefit from automated enforcement. These locations have been evaluated by the police department as possible sites for future automated enforcement, in keeping with the City's Safe Speed programs.

Proposed New Speed Camera Locations:

- 3400 Block of Mitchellville Road - residential zone (operational 24-7) – Approved by PGC
- 2800, 2900, 3000, and 3100 Blocks of Stonybrook Drive - residential zone (operational 24-7)
- 3100 and 3200 Block of Superior Lane - residential zone (operational 24-7)
- 3400 and 3500 Blocks of Moylan Drive - residential zone (operational 24-7)
- 300, 600, 700, and 900 Blocks of Jennings Mill Drive - residential zone (operational 24-7)

Thank you for your consideration of this request.

ATTACHMENTS: None



Memorandum

TO: City Council

FROM: Daniel Mears, Acting City Manager

SUBJECT: Discussion of items to consider for County funding support

DATE: 03/12/2026

On Tuesday March 10, 2026, City staff was contacted by District 4 County Council Member Tim Adams' office for ideas on needs within the City of Bowie that could benefit from Prince Georges County budget support. While the inquiry sought to have a list of priorities by March 12, it has been requested to have a broader discussion among the members of the City Council. City staff has communicated potential areas of County financial support with Economic Development, Regional Recreation, and Environmental Remediation. This item is added to the agenda to facilitate the open discussion among the City Council for their priorities for Council Member Adams' requests for budget support.

ATTACHMENTS: None